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*Subscription*

Annual	:	Inland : Rs. 15.00
	:	Abroad : \$ 5.00 or £ 2.00
Single Copy	:	Inland : Rs. 4.00
	:	Abroad : \$ 1.50 or £ 0.60

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# DOCUMENTATION IN PUBLIC ADMINISTRATION

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Vol. IV

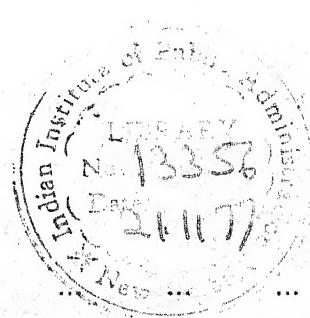
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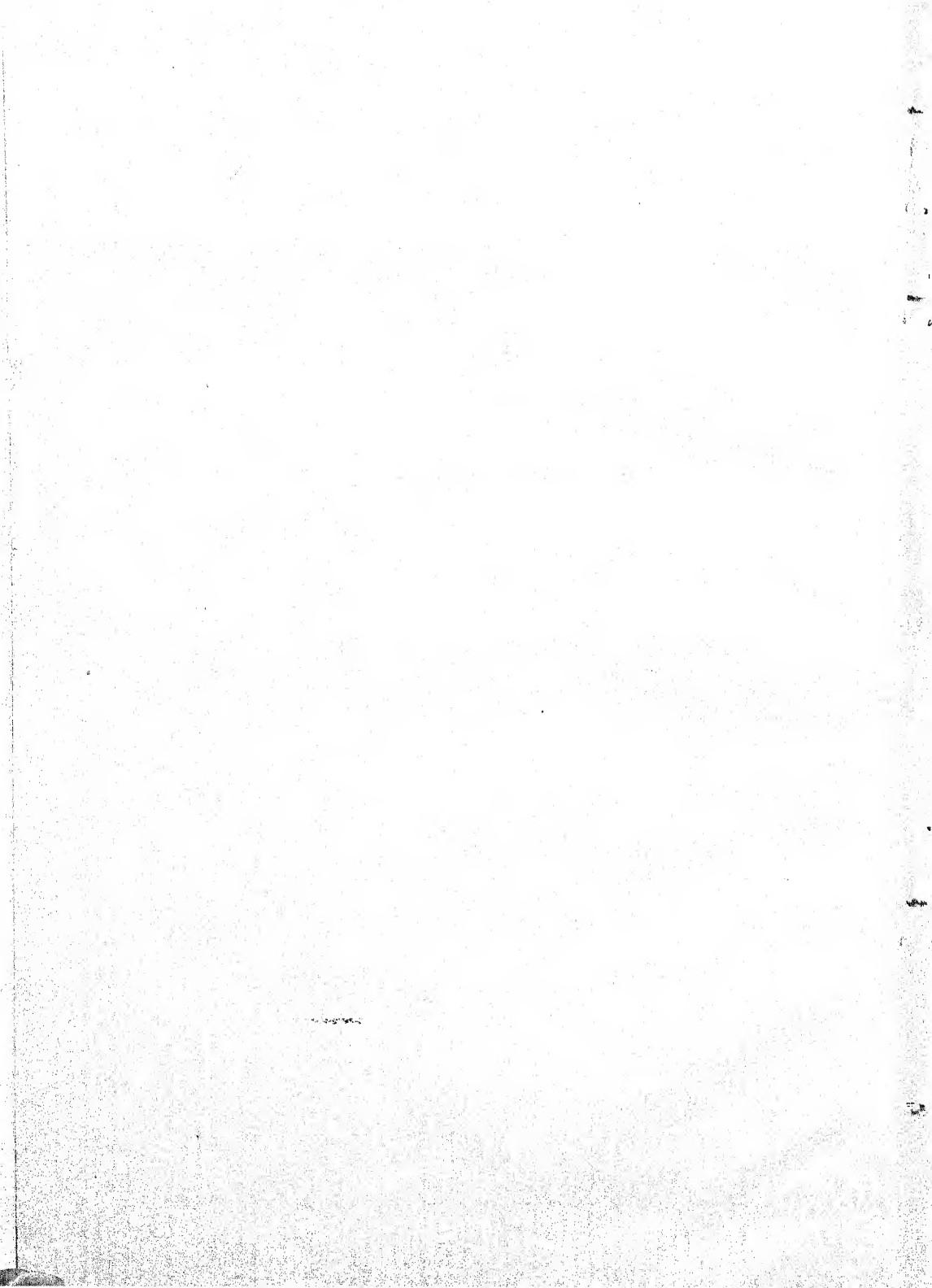
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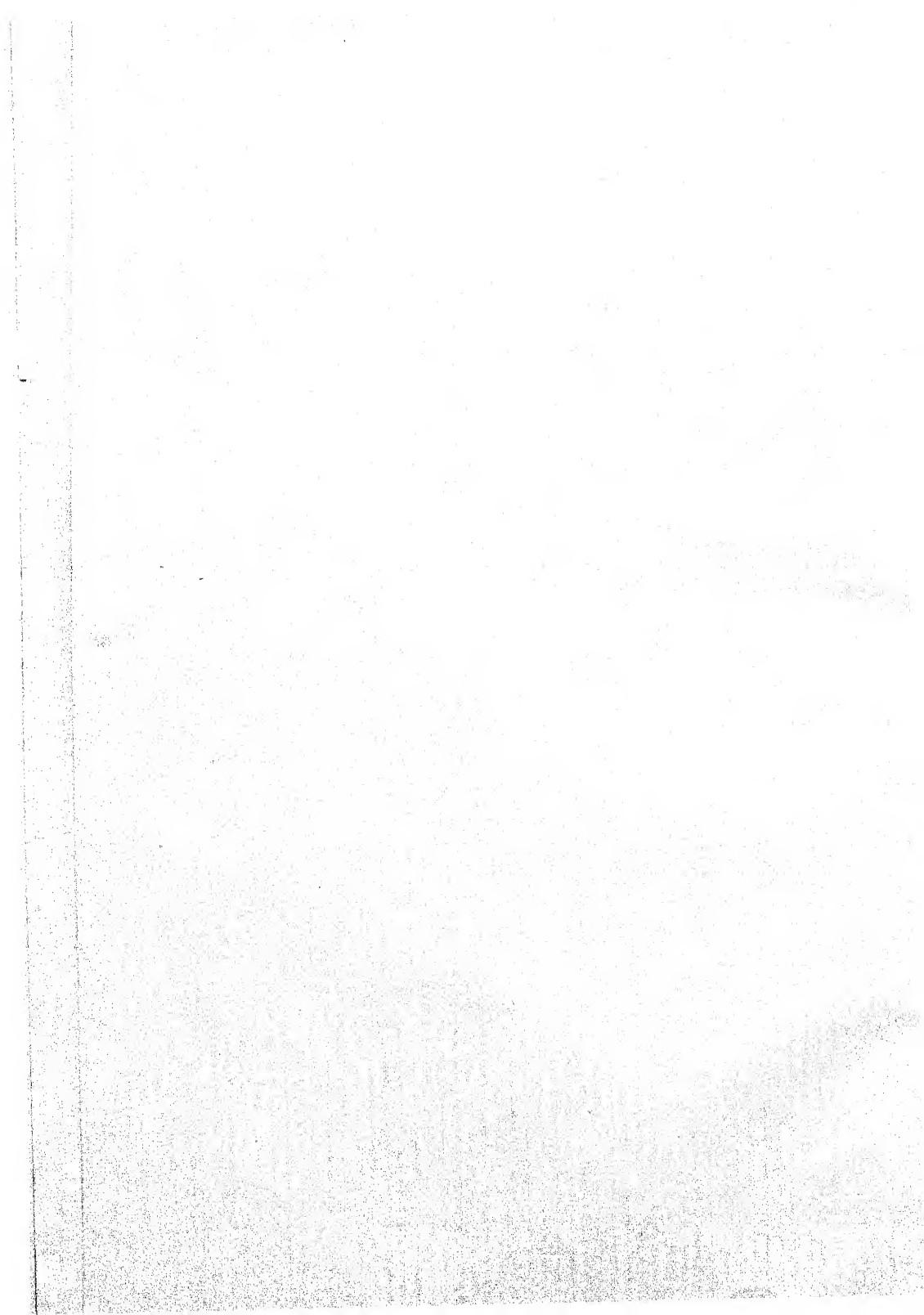


## EDITORIAL

Initially 153 periodicals and 8 newspapers were selected for the purpose of *Documentation in Public Administration*. To make the service more comprehensive and effective, starting from this issue, all the periodicals and newspapers received in the IIPA library are being scanned for the selection of relevant articles to be indexed, annotated or abstracted for this documentation service.

It is our hope that members would find the extended service more useful. In case of any difficulty in the identification of a periodical, the IIPA library would be glad to furnish the required information.

*Editor*



## DOCUMENTATION IN PUBLIC ADMINISTRATION

### ADMINISTRATIVE AGENCIES

GRAFTON, CARL. The Creation of federal agencies. Administration and Society, 7(3) Nov. 75, p. 328-65.

### ADMINISTRATIVE COURTS

ABLARD, CHARLES D. Some comparisons between the Council on Tribunals and the Administrative Conference of the United States. American Journal of Comparative Law, 24(1) Winter 76, p. 73-87.

### ADMINISTRATIVE REORGANISATION

BREWER-CARIAS, A.R. Administrative reform in Venezuela ; prospects for 1974-79. (Summary in English of Original in Spanish). International Review of Administrative Sciences, 41(3) 75, Original p. 209-26, Summary, p. i-iii.

SAH, S.L. Toning up the administration : early action on reform proposals. Times of India, 24 Feb. 76, p. 8.

The emergency has provided the government with an opportunity to push ahead with urgent administrative reforms which are based mainly on the recommendations of L.K. Jha and L.P. Singh. The department of personnel has picked up twenty major recommendations. Measures taken to implement those recommendations are briefly pointed out.

The government has yet to take a decision on reorganising the department of personnel to make it a nodal point for personnel administration and administrative reforms. It is suggested that the department may be patterned on the lines of civil services department in U.K. with a separate minister.

### AGRICULTURAL CREDIT

ADYA, J.C. Lead bank scheme : impact on rural uplift. Economic Times, 24 Feb. 76, p. 5.

BAHADUR, TEJ. Impact of farm finance and resources productivity in agriculture. Indian Journal of Economics, 55(219) Apr. 75, p. 409-20.

BANERJEE, SIVADAS. Banks for the rural poor. Times of India, 19 Feb. 76, p. 8; 20 Feb. 76, p. 8.

CHOUKIDAR, V.V. and M.G. NAIR. Rural banks and rural uplift. Economic Times, 22 Mar. 76, p. 5.

DADHICH, C.L. Institutional borrowers in Rajasthan: a case study. Economic Times, 5 Feb. 76, p. 5; 6 Feb. 76, p. 5.

GURU, D.D. Financing coops. in Bihar: 5th plan target & possible achievement. Economic Times, 30 Jan. 76, p. 7.

ROY, BUNKER. Rural branch of a

bank; a miracle in Tilonia. Economic Times, 12 Jan. 76, p. 5+

VOHRA, GAUTAM S. Long-term farm credit : banks' record poor. Times of India, 31 Jan. 76, p. 8.

#### AGRICULTURAL CREDIT, COOPERATIVE

MITRA, AJIT KUMAR (Utkal University, Bhubaneswar). Development and working of primary agricultural cooperative credit societies in the post-independence period. Indian Review of Public and Co-operative Economy, 4(3-4) May-Aug. 75, p. 7-13.

Briefly traces the development of primary agricultural cooperative credit societies in Orissa in the post-independence period. Besides, an attempt is made to evaluate the working of these societies in meeting the credit needs of the agriculturists and protecting them from the exploitation by money-lenders and other unorganised sources of credit. Though much expansion has occurred in the development of the co-operative movement at the primary level in the post-independence period, a lot of defects and irregularities still exist in their working.

#### AGRICULTURAL DEVELOPMENT

DAVIES, MORTON R. Plans, politics and economics in the agricultural sector. Development Policy and Administration Review, 1(1) Jan.-June 75, p. 18-26.

SHARMA, S.C. (Univ. of Rajasthan, Jaipur). Factor, product and market contributions of agricultural sector in a developing economy—Rajasthan: a case study. Prashasnika, 4(1) Jan.-Mar. 75, p. 47-63.

In the developing economies the agricultural sector contributes substantially to the national income. The role

of agriculture in over all economic growth is analysed in terms of 'product', 'factor' and 'market' contributions. Like many other states, Rajasthan too allocated huge investible resources for agricultural development. But despite substantial investments and favourable land-owners and operational holdings ratio, Rajasthan's agricultural growth rate when compared with other states indicates poor performance.

SUNDARAM, I. SATYA. Rural economy and economic crisis. Mainstream, 14(30) 27 Mar. 76, p. 11-12, 26-9.

#### AGRICULTURAL EXTENSION

RANDHIR SINGH. Agricultural extension and farmers' organisation. Socialist India, 12(10) 7 Feb. 76, p. 10-11.

#### AGRICULTURAL MARKETING

AGARWAL, N.L., S.S. ACHARYA and K.K.S. CHAUHAN. Marketing problems of small farmers in Rajasthan. Economic Times, 2 Apr. 76, p. 5.

GHATAK, SUBRATA (Dept. of Economics, Univ. of Leicester). Marketed surplus in Indian agriculture : theory and practice. Oxford Bulletin of Economics and Statistics, 57(2) May 75, p. 143-53.

It is generally recognized that the size of the agricultural surplus is crucially related to the capital formation and growth of an underdeveloped country (Nicholls, 1963). The major aims of this paper are : (1) to develop a model to study the relationship between marketed surplus and the terms of trade between agriculture and industry; (2) to test some of the properties of the model in the light of the experience of an Indian state, viz. Punjab-Haryana; (3) to highlight some of the major limitations of agricultural price policy in mobilizing the surplus from agriculture.—*Reproduced*.

GIDDINGS, PHILIP. Parliament, boards and autonomy : the case of agricultural marketing boards. *Public Administration* (U.K.), 53, Winter 75, p. 383-401.

HARRISS, BARBARA. Market integration and the effects of government trading in paddy and rice, North Arcot district, Tamil Nadu. *Madras Development Seminar Series. Bulletin*, 6(3) Mar. 76, p. 159-77.

#### AGRICULTURAL MARKETING, COOPERATIVE

IJERE, M.O. The Role of cooperatives in the marketing of Nigerian agricultural products. *Cooperative Perspective*, 10(4) Jan. 76, p. 22-30.

#### AGRICULTURE

BHATIA, B.M. Soviet agriculture. *Statesman*, 7 Jan. 76, p. 4; 8 Jan. 76, p. 6.

DAS, TAPAN. Soviet agriculture : facts and fiction. *Mainstream*, 14(20) 17 Jan. 76, p. 13-15.

JOHAR, R.S. New farm technology and factors of employment, tenancy : a case study of Amritsar. *Economic Times*, 30 Jan. 76, p. 7; 31 Jan. 76, p. 5.

#### AGRICULTURE—ECONOMIC ASPECTS

RAJU, K. NEELADRI. The Influence of education on farm efficiency. *Community Development and Panchayati Raj Digest*, 7(3) Jan. 76, p. 103-8.

#### AGRICULTURE—TAXATION

BHARGAVA, P.K. and G.S. SRI-VASTVA. Inter-state disparity in direct agricultural tax. *Mainstream*, 14(19) 10 Jan. 76, p. 11-13.

BHARGAVA, P.K. and G.S. SRI-VASTVA. Tax potential of farm sector. *Eastern Economist*, 66(4) 23 Jan. 76, p. 139-42.

LAKDAWALA, D.T. Direct taxation of agriculture. *Indian Journal of Agricultural Economics*, 30(4) Oct.-Dec. 75, p. 1-15.

Presidential Address delivered at the 35th Annual Conference of the Indian Society of Agricultural Economics, held under the auspices of the Haryana Agricultural University, Hissar (Haryana) on 6th November, 1975.

SHANMUGASUNDARAM, V. Taxation of agriculture : a critique of agricultural income taxation. *Madras Development Seminar Series Bulletin*, 6(1) Jan. 76, p. 51-62.

#### AGRICULTURE AND TECHNOLOGY

JAIN, B.K.S. Transfer of agricultural engineering technology to rural masses. *Economic Times*, 19 Feb. 76, p. 5.

SWAMINATHAN, M.S. Science and integrated rural development. *Eastern Economist*, 66(3) 16 Jan. 76, p. 92-102.

General presidential address at the Sixty-Third Annual Session of the Indian Science Congress held in Waltair from Jan. 3 to 7, 1976.

#### ATOMIC POWER

DAS GUPTA, AMALENDU. A-power in India : greater realism in planning. *Statesman*, 2 Feb. 76, p. 8.

#### AUTHORS AND PUBLISHERS

TUCKMAN, HOWARD P. JACK LEAHHEY. What is an article worth ? *Journal of Political Economy*, 83(5) Oct. 75, p. 951-67.

#### BANKS

ASHAKANT. Evolution of guidelines to

revive lead bank scheme. Economic Times, 3 Mar. 76, p. 5.

**BANGERIA, L.C.** Need to review working of aid schemes : neglected sectors' uplift. Economic Times, 24 Jan. 76, p. 7.

**GOYAL, VIBHOOJI.** Strategy of welfare banking for the urban poor. Economic Times, 27 Mar. 76, p. 5.

**JAYALAKSHMI, L.** Role of commercial banks in eradicating poverty in India. Khadi Gramodyog, 22(6) Mar. 76, p. 276-84.

**KRISHNAJI, P.** Rationale of rural banks. Eastern Economist, 66(3) 16 Jan. 75, p. 104-6.

**MATHUR, R.B.** The Achievements of nationalised banks. Socialist India, 12(16) 20 Mar. 76, p. 23-4.

**TORRI, MICHELGUGLIELMO.** Factional politics and economic policy : the case of India's bank nationalization. Asian Survey, 15(12) Dec. 75, p. 1077-96.

**TRIPATHI, S.D.** Integrated approach to rural banking. Eastern Economist, 66(8) 20 Feb. 76, p. 315-20.

#### BANKS—PERSONNEL

**BHAT, M. NARAYAN.** Training bank employees : a case study. Economic Times, 13 Feb. 76, p. 5.

This paper represents the results of a survey conducted by the author during the year 1975 with regard to the training programmes organised by one of the nationalised banks in one of its regional training schools. The aspects discussed are : course description, faculty, participants, pre-training experience, food and accommodation, library and recreation, duration, course content and impact, follow-up training, training methodology,

trainers' attitudes and guidance, deficiencies and suggestions, and trainers' views.

**MANKIDY, A.** Scheduled caste entrants into banking industry. Economic and Political Weekly, 11(9) 28 Feb. 76, p. M-11-16.

#### BHARAT COKING COAL LIMITED

**BHATIA, O.P.** Organization development in BCCL. Lok Udyog, 9(10) Jan. 76, p. 51-8.

#### BHILAI STEEL PLANT

**CHANDRAKAR, C.L.** Bhilai Steel Plant : how the workers manage their affairs. Socialist India, 12(13) 28 Feb. 76, p. 5-6, 28.

#### BIRTH CONTROL

**ACHARJI, N.** Organisational problems of motivation in family planning. Social Welfare, 22(11) Feb. 76, p. 4-6, 32.

**MARKANDYA, A. and N.J. RAU.** Vasectomy bonuses and completed family size in India. Journal of Public Economics, 4(4) Nov. 75, p. 319-34.

This paper discusses the consequences in rural India of a certain rational household decision function on the number of children born in the family when birth control opportunities are available. Households are assumed to choose whether or not to practice birth control after each child is born on the basis of maximising expected utility as a function of the consumption per head and the number of members in the family. Uncertainty arises on account of the different evaluation of children of different sexes. The model is then used to predict how completed family size would change if a government agency paid bonuses for smaller families.—Reproduced.

**MUHSAM, H.V.** Some principles of

cost-benefit analysis of family planning services in developing countries. Population Studies, 29(3) Nov. 75, p. 439-45.

**PATIL, BAL.** Compulsion in concept of planned parenthood. Economic Times, 13 Mar. 76, p. 7.

**PODDAR A.K.** Some social constraints in the propagation of family planning in India. Social Work Forum, 13(2) July 75, p. 2-6.

**POFFENBERGER, MARK and MARY FURBUCHEN.** Attitudes affecting family planning behaviour among villagers in the Kathmandu Valley of Nepal. Journal of Family Welfare, 22(1) Sept. 75, p. 3-14.

#### BONUS

**MEHER, M.R.** Linking bonus with profit or productivity. Capital, Annual Number 75, p. 97-101.

**SURENDRA, M.** Concept of bonus around the world. Integrated Management, (117) Jan. 76, p. 41-3.

#### BONUS—LEGISLATION

**MATHEW, K.M.** Bonus. Integrated Management, (117) Jan. 76, p. 11-15.

**RAJ, A.S.** Implications of the Payment of Bonus (Amendment) Ordinance, 1975. Chartered Accountant, 24(7) Jan. 76, p. 392-5.

#### BRAIN DRAIN

**GISH, OSCAR.** Medical brain drain revisited. Manpower Journal, 11(3) Oct.-Dec. 75, p. 7-18.

**JEFFERY, ROGER.** Migration of doctors from India. Economic and Political Weekly, 11(13) 27 Mar. 76, p. 502-7.

**JOHN, V.V.** On education and brain drain. Public Affairs, 19(12) Dec. 75, p. 312-14.

Excerpts from the Tenth A.D. Shroff Memorial Lecture delivered in Bombay on 27th October, 1975.

#### BUDGET

**GUPTA, ANAND P.** The Budget and employment : undue favour to capital-intensive units. Times of India, 30 Mar. 76, p. 8.

**NIMEIRI, SAYED M.** Budgeting in the Sudan. Sudan Journal of Administration and Development, 9, 74, p. 17-47.

**THAKUR, SHRINIVAS.** Budget attuned to growth. Economic Times, 1 Apr. 76, p. 5.

#### BUDGET—PROCEDURE

**BUDGETING** and planning for development in developing countries. (Major observations and recommendations by the meeting of the working group held in New York in Oct. 1975). Public Administration and Finance Newsletter, (56-57) July-Dec. 75, 61p. (Entire issue).

**VOGT, A. JOHN.** Two approaches to the budget-making process. Popular Government, 40(3) Winter 75, p. 53-65.

#### BUDGETARY CONTROL

**HREBENAR, RONALD J.** State legislative budgetary review processes : utilization patterns of alternative information sources. Midwest Review of Public Administration, 9(2-3) Apr.-July 75, p. 133-44.

#### BUREAUCRACY

✓ **ANEJA, RAJENDRA K.** Humanisation of bureaucracy. Economic Times, 11 Jan. 76, p. 5.

✓ **DOORNBOS, MARTIN R.** Bureaucracy and development : where are the constraints? Sudan Journal of Administration and Development, 9, 74, p. 7-16.

GOEHLERT, ROBERT. Soviet administrative practices : the issue of efficiency. International Review of Administrative Sciences, 41(3) 75, p. 253-64.

GOODALL, MERRILL R. Bureaucracy and bureaucrats : some themes drawn from the Nepal experience. Asian Survey, 15(10) Oct. 75, p. 892-5.

MEYER, MARSHALL W. Organizational domains. American Sociological Review, 40(5) Oct. 75, p. 599-615.

✓ RAIS, ASUTOSH. Bureaucracy : busy with itself. Democratic World, 5(8) 22 Feb. 76, p. 4-6.

✓ RICH, HARVEY. The Canadian case for a representative bureaucracy. Political Science, 27(1-2) July-Dec. 75, p. 97-110.

✓ SCHIFF MARTIN. Welfare state bureaucracy and democratic control in Sweden : its implications for the United States. Political Science, 27(1-2) July-Dec. 75, p. 82-96.

WEIGHTMAN, GAVIN. Unravelling red tape. New Society, 34(684) 13 Nov. 75, p. 365-6.

#### CHILD LABOUR

SENGUPTA, PADMINI. Child labour as a social problem: its causes, effects and consequences. Social Welfare, 22(11) Feb. 76, p. 1-3, 22.

#### CITIES AND TOWNS

CARTWRIGHT, T.J. and GABBOUR I. Graph theory and managing urban change. — Socio-Economic Planning Sciences, 9(5) Oct. 75, p. 197-204.

#### CITIES AND TOWNS—GROWTH

SHASTRI, P.P. (Family Planning Association of India, Bombay) Growth of small towns in India, 1961-1971. Journal

of Family Welfare, 22(1) Sept. 75, p. 41-53.

The objective of the present study was to examine the patterns of growth of a number of small towns and also the growth of their populations. Considering the vastness of this topic, the present study is divided into two parts. The first part concerns (i) the contribution of the number and population of small towns to the total number of towns and total urban population; (ii) inter-state differentials in the increase in the number of big towns and small towns in India; (iii) a comparison of the growth rates of the population in all the six size classes during 1951-61 & 1961-71; and (iv) the growth of tiny towns and new towns in India.

Since the number of small towns in India is too large and the factors affecting population growth are also numerous, the second part of the study is devoted to a case study of rapidly growing, stagnant and declining towns in Andhra Pradesh. The classification of the towns in Andhra Pradesh into rapidly growing small towns in this case refers to the small towns having a population growth of more than 50 per cent during 1961-1971, the stagnant small towns refer to those with a population growth between 0 to 10 per cent and lastly, the declining towns are those which experienced a decline in population during 1961-1971.—Reproduced

#### CITY PLANNING

KILMARTIN, LESLIE A. New towns in Australia : some planning problems. Australian Journal of Social Issues, 10(4) Nov. 75, p. 271-82.

NEOGI, S.K. Environmental aspects of urban planning. Calcutta Municipal Gazette, 94(17) 8 Nov. 75, p. 328-31.

ROW, ARTHUR T. Of goals, clients and programs for urban planning in India.

7

Urban and Rural Planning Thought, 17(4)  
Oct. 74, p. 184-93.

This is a modified version of the paper entitled "Goals for urban planning with reference to program" prepared by the author for the seminar on "City development plans and their implementation," held by the Centre for Urban Studies, Indian Institute of Public Administration, New Delhi, in May 1975.

VENKATESWARAN, V. New concepts in town planning. Hindu, 1 Jan, 76, p. 8.

Briefly describes the views expressed by leading town planners at the annual seminar in Bombay. The towns and cities must be made habitable to the citizens. They should be provided with basic amenities. Lack of funds should not mar the progress or implementation of a scheme.

WALMSLEY, D.J. Country town planning : temporal, regional and organizational perspectives. Australian Journal of Social Issues, 10(4) Nov. 75, p. 261-70.

#### CIVIL SERVICE

CHAPMAN, RALPH, J.K. The Irish public service : change or reform. Administration, 23(2) Summer 75, p. 126-43.

HOOJA RAKESH. (Probationer of IAS). Career and cadre planning for the IAS : some reflections. Prasashasnika, 4(1) Jan.-Mar. 75, p. 72-8.

The country needs better administrators and thus an improved Indian Administrative Service.

The workload of the IAS should be so planned that only the brightest, most hard-working, as well as those possessing the maximum initiative, as also technical skills of varied sorts, shall feel comfortable in the Service. If the IAS acquires the reputation of being the most

difficult job, where good work is most appreciated, and where maximum on-the-job training is available to people recruited initially for their excellence, then the best Indians from all fields of human activity would join it.

Five methods of recruitment are advocated. Method I (60% recruitment) for graduates 21 to 26 years involves an exam in 6 compulsory papers (English, Hindi or regional language, Essay, World Affairs, Indian Affairs, and Logic) and in three lower and three higher optionals (with the number of available optionals being increased so that graduates in *all* subjects can appear) followed by a personality test and screening-cum-basic-training at the Mussoorie Academy. Method II (10% recruitment) for non-graduates between 22 and 28 who have completed one year of college consists of the same compulsory papers as in Method I (the two being mutually exclusive) and five essays followed by a three month screening-cum-orientation course and an aptitude test before they join the screening-cum-basic training of Method I. Method III (age 33-38) consists of an exam in the 6 compulsories of Methods I and II, and an evaluation of the candidate's academic record, work experience, and previous employer's reports, followed by a personality test. Method IV (State, Central, or other All-India Service members between 30 and 40) consists of recommendation by parent department, exams in English, General Knowledge, and one subject related to candidates work experience, and a personality test. Both Methods III and IV (20% recruitment jointly) are to be followed by a 6 month orientation course. Method V (10% recruitment) is of direct induction at the level of Secretary to the Government, of India.

It further discusses the screening-cum-basic training procedures for the candidates and gives suggestions for their postings and refresher training programme.

KULKARNI, MANU N. 'Committed' public personnel. Economic Times, 1 Feb. 76, p. 4.

Though as a part of emergency several steps have been taken to tone up administration, the basic malady of improving the morale, motivation and effectiveness of personnel has not been tackled. After briefly pointing out the basic features of the control theory, the author describes as to how the organisation of a state government operates and how the system is geared to control its employees. Some of the absurdities of the system, which has perpetuated inefficiency, indifference and inelasticity in the redress of public grievances, are highlighted. It is worthwhile to make some realistic appraisal of the system with a view to make the personnel really committed. Better norms should be evolved to evaluate the tasks of the personnel by a proper feed-back.

PAINTER, C. The Civil service : post-Fulton malaise. Public Administration (U.K.), 53, Winter 75, p. 427-41.

RICH, HARVEY. Higher civil servants and the political process : Ontario, Canada. Administration, 23(2) Summer 75, p. 143-9.

WHELAN, NOEL. Reform (or change) in the Irish public service, 1969-1975. Administration, 23(2) Summer 75, p. 103-25.

It is the text of an address delivered to the Institute of Public Administration in Oct. 1975.

#### CIVIL SERVICE AND LEGISLATORS

MILLER, ROBERT A. The Party-state and bureaucratic/political relations in Africa. Comparative Political Studies, 8(3) Oct. 75, p. 293-317.

#### CIVIL SERVICE COMMISSIONS

GUBBANNAVAR, S.Y. (Karnatak Uni-

versity). The Union Public Service Commission of India and U.S. Civil Service Commission—a comparative study. Journal of the Karnatak University—Social Sciences, 11, 75, p. 102-11.

The Union Public Service Commission (UPSC) of India constitutes one of the major administrative institutions in India. There have been various surveys from time to time which eloquently bring out the significance of the role of the Public Service Commission of India. This paper makes a comparative study of the UPSC of India and the U.S. Civil Service Commission (USCSC) with each of them working in an all together different social, economic and political context. This article is an attempt to fill this void.

The First part of the article deals with the evolution of the UPSC of India since the introduction of the 1919 Act upto the present time. Similarly, the evolution and composition of the USCSC is studied.

The second part makes a comparative study of the working of the UPSC of India and the USCSC and their role in catering to the needs of the best administrative machinery as a tool to increase the efficiency in administration.

In the concluding part an attempt has been made to throw some light on some of the drawbacks contained in the role of the UPSC of India and a suggestion has been made to adopt the USCSC methods, particularly, in the process of recruitment to the administrative service.  
—Author.

#### COLLECTIVE BARGAINING

CARROTHERS, ALFRED W.R. Collective bargaining as public policy : let us not pre-empt disaster. Canadian Public Administration, 18(4) Winter 75, p. 527-40.

## COLLEGES AND UNIVERSITIES

SUNDRAM, I. SATYA. Economics of open university. Mainstream, 14(24) 14 Feb. 76, p. 30-1.

## COMMUNICATION

KARIGITHE, S.M. Honest communication. Journal of Kenya Institute of Administration, (6) July 75, p. 62-8.

## COMMUNITY DEVELOPMENT

ABBOTT, SUSAN. Women's importance for Kenyan rural development. Community Development Journal, 10(3) Oct. 75, p. 179-82.

ARMSTRONG, R. and C.T. DAVIES. The Educational element in community work in Britain. Community Development Journal, 10(3) Oct. 75, p. 155-61.

BECKERS, G. (St. Xavier's College, Calcutta). Student participation in rural development : an experiment in West Bengal. Social Action, 26(1) Jan.-Mar. 76, p. 80-8.

This article describes the experience of urban college students in the social and economic reconstruction of a cluster of villages in West Bengal. It is not concerned primarily with reporting the achievement of specific targets but with the process of integrated rural development as a movement of cooperative effort between the village community and the students. Though this experiment is not proposed as a model of rural community development, it stimulates a process of critical reflection that could lead to a viable strategy for integrated rural development through structural change.—*Reproduced.*

KORSCHING, PETER F. and PAUL D. WARNER. Paraprofessionals in an Appalachian community development programme. Community Development Journal, 10(3) Oct. 75, p. 183-8.

MATHUR, KULDIP. Rural development plans : problems demand political answers. Times of India, 4 Mar. 76, p. 8.

PARASHAR, R.K. Evaluation, some conceptual, methodological and overlooked issues with reference to rural development. Agricultural Situation in India, 30(5) Aug. 75, p. 371-4.

POWELL, J.P. Cassowaries or cash ? : a case study of some constraints on rural development in the southern highlands of Papua New Guinea. Community Development Journal, 10(3) Oct. 75, p. 189-97.

RAMASWAMY, PADMINI. Survey for developmental programmes. Voluntary Action, 17(9-10) Sept.-Oct. 75, p. 247-53.

ROBERTS, GEOFFREY. Rural Development in Sri Lanka. Social Service Quarterly, 49(2) Oct.-Dec. 75, p. 58-60.

ROY, BUNKER. Rural development strategies. Economic Times, 15 Mar. 76, p. 5.

SINHA, S.P. and B.N. VERMA. An Integrated development planning for a backward area in Bihar. Khadi Gramdyog, 22(5) Feb. 76, p. 225-32.

TAIMNI, K.K. Rural development through industrial cooperatives. Cooperative Perspective, 10(4) Jan. 76, p. 9-11.

## COMMUNITY DEVELOPMENT— STUDY AND TEACHING

SARWONO, SARLITO WIRAWAN. Study service : an experiment in higher education and community development in Indonesia. Community Development Journal, 10(3) Oct. 75, p. 166-70.

SONDERS, DANIEL S. Trends in education for community development and community work : basic issues. International Social Work, 19(1) 76, p. 38-41.

### COMMUNITY POWER

SMILEY, CHARLES W. Reality, social work and community organization. Community Development Journal, 10(3) Oct. 75, p. 162-5.

### CONSTITUTIONAL LAW

NAYAR, KULDIP. Changing the system ? Indian Express, 26 Feb. 76, p. 4.

NOORANI, A.G. Limits of constitutional review and change. Indian Express, 14 Feb. 76, p. 6.

SEERVAI, H.M. Amending the constitution. Times of India. 1 Jan. 76, p. 8; 2 Jan. 76, p. 8; 3 Jan. 76, p. 8.

SORABJEE, SOLI J. The Constitution: no obstacles to economic reform. Statesman, 22 Jan. 76, p. 8.

### CONSTITUTIONS—AMENDMENTS — INDIA

THE CONSTITUTION (amendments) acts I to XXXIX—objects and reasons and text. Journal of Constitutional and Parliamentary Studies, 9(2) Apr.-June 75, p. 199-295.

### COOPERATIVE SOCIETIES

GANDHI, INDIRA. Cooperation and social justice. Kurukshetra, 24(11) 1 Mar. 76, p. 4-5.

Inaugural address at the Seventh Indian Cooperative Congress, New Delhi, 5th Feb., 1975.

KRASHENINNIKOV, A.I. The Consumer cooperative movement in the U.S.S.R. : a contribution to the national economy. Review of International Co-operation, 68(5) 75, p. 170-9.

MISHRA, R.N. and B. DAS. An assessment of the progress of the Co-operative movement in Orissa. Indian Review of

Public and Co-operative Economy, 4(3-4) May-Aug. 75, p. 14-20.

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### EMPLOYMENT

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This is a modified version of a paper presented to the Senior Level Seminar on Urban Development Strategies for Attaining a Desirable Population Distribution in the Context of Regional Development organized by the United Nations Centre for Regional Development, Nagoya, Japan, between 28 October and 8 November 1974.

The paper examines the employment multiplier based on 105 sample towns and cities in the population range of 50,000 and above by its size and function. The analysis has been carried out for two time points, i.e., the census years 1961 and 1971. The study reveals that the basic sector has played the most important role in generating employment in the towns and cities classifiable as 'manufacturing ones' and this is particularly significant in medium sized towns and cities. Whereas among the towns and cities classifiable as 'service ones', bigger sized cities have played significant role in generating employment.

*—Reproduced.*

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CHAKRAVARTY, S. (Planning Commission). Some observations on employment oriented planning. Indian Journal of Labour Economics, 16(4) Jan. 74, p. 303-13.

Presidential Address to the XVI-XVII All India Labour Economics Conference Andhra Univ., Waltair, Dec. 27-29, 1974.

In the employment oriented planning the rural works programmes alone will

not help the economy. The concept of labour-cum-development bank can help in solving this problem. The problem of land reforms and problems of organising unemployed rural labour are to be tackled with strong determination. The major factors permitting rapid employment creation are : to step up the rate of capital formation and in this connection, the problem of devising an appropriate wage policy becomes very important; need for achieving a proper composition of the tax revenue and suitable land tax; bias of technical change altered in the direction of labour use.

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—Agricultural prices: redefining the Commission's task. *Statesman*, 17 Feb. 76, p. 8.

KRISHNASWAMY, S.Y. The problems of plenty. *Hindu*, 16 Feb. 76, p. 6.

MITRA, ASHOK K. Dualism in farm pricing. *Economic Times*, 17 Jan. 76, p. 5; 19 Jan. 76, p. 5.

The emergence of sufficient agricultural surplus in general, and food surplus in particular, and its sustenance are the prerequisites of economic development of any underdeveloped country. Farmers can be induced to increase agricultural production if they receive a fair and remunerative price for their produce. The agricultural price policies followed in India from time to time are critically examined in this article. Prior to the formation of Agricultural Prices Commission in 1965, the price policy for major food grain crops seawed between protection to consumers and protection to the producers. How far the Commission has been able to evolve a balanced and integrated price structure is examined. Even in the years of bumper harvest, the open market prices will never come down to the level of minimum support prices. Scientific and timely announcement of one set of prices followed by their strict implementation will gradually settle down the prices at a much stabler level than what they are. For any price policy to be successful, the adequate buffer stock is a must.

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#### FINANCE, PUBLIC

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#### FINANCE, PUBLIC—ADMINISTRATION

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Under the present system of financial management there is duplication of accounting, one line travelling through the treasuries to the audit and accounts offices of the Comptroller and Auditor General and the other from the drawing and disbursing officers of attached and subordinate offices to the concerned administrative ministry. With the shift

in emphasis from caution to expeditiousness, there is a move to separate audit from accounts. Though this new arrangement may lead to some increase in expenditure, the advantages are more than enough to justify the likely extra expenditure.

PRABHU, A.N. Bid to streamline financial machinery: separation of accounts from auditing. *Economic Times*, 26 Jan. 76, p. 5.

In 1924, an experimental scheme for the separation of accounts and audit was introduced in the United Province and in certain departments of the government of India but was abandoned in 1931. Separation of accounts from audit was brought into force in the Indian railways as a permanent measure as early as 1929. After independence, pay and accounts offices were set up in 1955 in certain ministries and organisations at the centre. The changes in financial administration which are proposed to be implemented will mean basic structural and procedural reforms. Administrative ministries will have more financial autonomy with the finance ministry retaining overall policy control. The Union Government has set up four task forces to work out the details. The expected results are pointed out.

#### FINANCE, PUBLIC POLICY

DATTA, BHABATOSH. Perspectives for fiscal policy. *Economic and Political Weekly*, 11(10) 6 Mar. 76, p. 382-4.

KABRA, KAMAL NAYAN. Fiscal policy and development finance. *Economic Times*, 20 Feb. 76, p. 5.

KABRA, KAMAL NAYAN. (Indian Institute of Public Administration, New Delhi). Fiscal policy in India: recent trends. *Mainstream*, 14(27) 6 Mar. 76, p. 6-10, 32.

In this paper budgetary trends with respect to taxes, receipts and disbursements, budgetary deficits, total revenue, economic classification of government expenditure, government savings and resource transfers from the centre to the states as well as capital expenditure since 1965-66 in various sectors have been analysed. It brings out that we are failing in raising the level of resource mobilisation because it would involve inter-class re-distribution of disposable income and resort to forced savings from the well-to-do. The increase in public spending speaks of increased role of the state in the process of development of the economy though of this increased expenditure the developmental outlay has not kept up its momentum. The rise in unproductive expenditure is related to the relatively poor performance of the state in raising the rate of savings in the economy. On the basis of these facts a need for an examination of the hypothesis concerning the direct financial contribution made by the public sector to the growth of the private sector over these years in relation to the reduction in the size of the private sector through state take-overs, is established. In brief, the survey of the budgetary trends reflects unplanned ad hoc nature of fiscal and budgetary decision-making which is inadequately coordinated with the planning decisions. At times, it appears as though the budget has become an instrument of thorough re-writing of the five-year plan.

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#### FOOD CORPORATION OF INDIA

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#### FOOD SUPPLY

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production strategy will sow seeds of plenty. *Economic Times*, 31 Jan. 76, p. 5.

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This is the text of the Coromandel Lecture delivered by Mr. Hopper, the President of International Development Research Centre, Ottawa, Canada, at Visakhapatnam on 5th January, 1976.

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MUKERJEE, DILIP. Indian investments abroad: appraising costs and benefits. Times of India, 24 Jan. 76, p.8.

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KHILNANI, N.M. The organization of the Indian Ministry of External Affairs. India Quarterly, 31(4) Oct.-Dec. 75, p. 385-93.

MIDDLETON, CHARLES R. The emergence of constitutional bureaucracy in the British Foreign office, 1782-1841. Public Administration (U.K.), 53, Winter 75, p. 365-81.

#### GAS

NAHAR, SHANTILAL. Gobar gas plants in developing rural economy. Khadi Gramodyog, 22(6) Mar. 76, p. 271-5.

#### GAZETTEERS

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#### GHANA—ECONOMIC POLICY

WOODE, S.N. The road to "capturing the commanding heights of the economy", 1968-1975. Greenhill Journal of Administration, 2(1) Apr.-June 75, p. 20-8.

#### GOVERNMENT, RESISTANCE TO

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#### GOVERNMENT AND BUSINESS

FERRIS, W.D. Small business development: the social and economic case for positive government incentives. Australian Quarterly, 47(3) Sept. 75, p. 80-93.

OWUSU-ANSAB, K.A. The challenge of indigenous business promotion in Ghana. Greenhill Journal of Administration, 2(1) Apr.-June 75, p. 1-19.

WONNACOTT, R.J. Industrial strategy: a Canadian substitute for trade liberalization? Canadian Journal of Economics, 8(4) Nov. 75, p. 536-47.

#### GOVERNMENT ENTERPRISE

BHARGAVA, R.N. (Banaras Hindu University). Public enterprises turn the corner. Mainstream, 14(27) 6 March 76, p. 11-12.

The public enterprises should follow such a price policy that can generate the largest possible surplus for financing economic development of the country. The prices of the products of public enterprises should not be higher than competitive prices. This can ensure a check on the efficiency of the enterprises and restrict the demand for higher wages to increase productivity. A surcharge can be levied on competitive prices for building up surpluses for financing further growth. The export prices should be subsidised within reasonable limits and this should come from the tax element in the prices of the products. The efficiency of public enterprises should be improved through competent management, inventory control and rationalisation.

CHAKRABARTI, N.K. Cost and time over-runs in new/expansion projects in public sector. Lok Udyog, 9(11) Feb. 76, p. 21-8.

CHATTOPADHYAY, P. Why are state undertakings in West Bengal languishing? Capital, 176(4396) 15 Jan. 76, p. 102-3; 176(4397) 22 Jan. 76, p. 129-31.

With the objectives of the state government undertakings in West Bengal remaining unclear and imprecise, their policies don't have the required sharp edge. With properly trained and experienced men in charge, it is not difficult to revamp their operations with a little effort. The report of the Comptroller and Auditor General of India for the Year 1972-73 (Commercial), Government of West Bengal, is a comprehensive commentary with supporting statistics and pointers towards measures that management might deem fit to initiate. The capital base and management pattern of government companies should be restructured. Management should be professionalised and made accountable for results. There is an urgent need for the establishment of a Bureau of Public Enterprises in the state.

**FAZAL, MOHD.** Public sector in India: a changing picture, Indian and Foreign Review, 13(6) 1 Jan. 76, p. 13-14.

**GOPALAKRISHNAN, C.V.** The ethos of the public sector. Hindu, 20 Jan. 76, p. 6.

The problems and woes of the public sector managers are briefly described. Almost all the public sector projects in India are far from the towns and cities. A new generation of public sector executives is in the making and the public sector is certainly evolving its own ethos.

**JOSHI, NAVIN CHANDRA.** Public sector gathers momentum under 20-point programme. Socialist India, 12(17) 27 Mar. 76, p. 25-6.

**KARIM, BAZLE and B.T. BHIDE.** (Bureau of Public Enterprises, New Delhi). Capacity utilisation in public sector enterprises: problems and prospects. Productivity, 16(3) Oct.-Dec. 75, p. 875-81.

In India nearly 80 per cent of the investment of the exchequer is used in

production sector. The number of these enterprises is increasing every year. Capacity utilisation is the indicator of efficient running of these enterprises and which can be extended by better management of essential resources. In a developing economy more sophisticated technology is required to make up the technological gap. Causes of the underutilisation of capacities in public sector are discussed. The capacity utilisation in manufacturing public sector enterprises is an important efficiency indicator and managerial improvements become essential to utilise fully the installed capacity.

**McKEAN, ROLAND N. and JACQUELINE M. BROWNING.** Externalities from government and non-profit sectors. Canadian Journal of Economics, 8(4) Nov. 75, p. 574-90.

**MUKHERJEE, ADITYA.** Indian capitalist class and the public sector, 1930-1947. Economic and Political Weekly, 11(3) 17 Jan. 76, p. 67-73.

The Indian capitalist class emerged with increased strength and large accumulations after the depression and the war, when the ties of the colonial economy with the metropolis were weakened. However, its position was still highly insecure. Past experience had taught the Indian capitalists that their gains would be short-lived if metropolitan control was fully reasserted. Even if political independence was achieved, it was feared that Indian capital was too weak to face foreign competition. The gains made by the capitalists during the depression and the war were not sufficient to initiate a process of industrialisation without planning and state help. Given these conditions, it was considered necessary to chalk out a plan of development with a vital role assigned to the state. Various plans were put forward, particularly in the 1940s, outlining the exact course Indian political economy was to follow. Thus almost a decade before independence, the economic system under which

development was to take place after independence was chalked out in great detail, reflecting the foresight and maturity of the Indian bourgeoisie. This paper analyses the major ideas put forward during the period 1930-1947 on the rationale, nature and extent of planning and on the role the public sector was to play in economic development. The analysis focuses on the programmes put forward by the capitalist class and by the bodies backed by the Indian National Congress. An attempt is made to point out the impact of objective circumstances which tended to alternatively radicalise or tone down the stands of the various groups within the capitalist class and the Congress. Finally, the author examines briefly how the programmes came to be considered immediately after independence in the light of the preceding debate.—*Reproduced.*

**MUKHERJEE, DILIP.** Public sector moves ahead: tasks for the future. *Times of India*, 17 Jan. 76, p. 8.

In the current year the collective net profit of central public sector undertakings is expected to be around Rs. 300 crores. The major thrust in both production and profitability has come from a small segment of the sector. The contribution of steel and heavy engineering is negligible. Continuing public and parliamentary vigilance is necessary to ensure that the defaults are not obscured by the rising curve of overall profits. As the domestic market will not be able to absorb all the production of public sector, export earnings will have to be augmented. Restructuring of production with an eye on exports will be helpful. Public sector is responsible to pioneer in areas where private sector is unwilling or unable to enter. Diversification of production is beneficial if it does not amount to duplication of what others can do as well.

**NIGAM, RAJ K.** Public sector: an era of prosperity ahead. *Capital, Annual*

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Panchayati Raj Institutions in India provide a country-wide comprehensive politico-administrative network which has demonstrated impressive 'developmental' capabilities but which has, so far, played a negligible or mostly negative role as far as 'reformist' measures such as land reforms are concerned. The progressive utilization of the panchayati raj machinery for demand-articulation as well as demand-satisfaction in the field of land reforms is all the more necessary in view of the existing state of organizational apathy and anarchy among the Indian peasants as well as the Indian political parties and the near-total absence of organizations such as tenant unions or peasant unions for collective mobilization of the peasants. Among the major areas where panchayati raj mechanism can play a significant reform-oriented role, in addition to its development-oriented responsibilities, one may include: (i) Land revenue management, (ii) Land records maintenance, (iii) Rural credit management, (iv) Land distribution management, and (v) Land-use management.—*Author.*

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This paper presents a brief comparative study of the salient aspects of the legislation relating to land ceilings in Andhra Pradesh made in 1961 and 1972.

Under the 1961 Act, the ceiling, for a family of not more than five members, ranged from 27 acres to 324 acres, depending upon the nature and classification of soil. In case the number of members in the family was more than five, an additional extent of 6 to 72 acres for any such member in excess of five was allowed. Under the 1973 Act, the ceiling in the case of a family consisting of not more than five members ranged between 10 to 54 acres. Provision was made for additional members of the family but the overall ceiling for the family should not exceed twice this extent.

Both the Acts provided for ceiling on future acquisition.

The amount payable for any land vested in the Government under the 1973 Act is a multiple of the total land revenue payable in all the lands surrendered by the person. The determination of the compensation payable under the 1961 Act was not a simple process as it depended upon the calculation of the gross income.

The exemptions made under both the enactments followed the suggestions now and then given by the Government of India in this regard for the purpose of

calculation of the surplus land. The 1961 Act took note of the transfers effected only after February 21, 1961, i.e., the day on which the assent of the President to the Act was first published in the Andhra Pradesh Gazette; but under the 1973 Act the date fixed for the purpose was 24th January 1971. The Ordinance of May 2, 1972 prohibiting the alienation of land had a lacuna taking advantage of which, some people had arranged for the sharing of property through fictitious divorces. The loophole was plugged in the Act.

No order passed or proceedings taken by an officer or authority under the 1973 Act can be called in question in any court and only the Tribunals prescribed under the Act can be invoked for any relief. Such was not the case of the 1961 Act.

The surplus land taken over under the 1961 Act and vested in the government is assigned to landless poor persons for personal cultivation by the assignee; but the lands vested in the Government under the 1973 Act are to be allotted for use as house sites for agricultural labourers, village artisans or other houseless poor persons, or may be transferred to landless poor persons for purposes of agriculture or for purposes ancillary thereto.

Under the 1961 Act, it was hoped that 30 lakh acres of land would become available for redistribution, but by 1970-71 about 25,000 acres of land only was declared surplus of which about 2,400 acres was taken over. Under 1973 Act 17,300 acres of land was declared surplus by the middle of October 1975.—Author.

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#### LEADERSHIP

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factors of age and experience, education and economic status, political background and party affiliations which work in unison, act, react and interact. His findings are interesting and instructive. Most of the leaders are neither too young nor too old; in fact the trend is towards maturity of age. A majority of leaders are not educated, they are only literate. Most of them hail from peasantry and Brahmin caste; they reveal ignorance of broad political trends and tensions and conflicts of political life; they have little political background; their only interest is party politics. Further, most of the leaders do not show the necessary enthusiasm for contesting elections to state and national level politics, a factor which does not strengthen the view that 'panchayati raj bodies' are the training ground of the future leaders of the country.—*Reproduced.*

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#### LOCAL FINANCE

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## LOCAL GOVERNMENT— GRANTS-IN-AID

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## LOCAL TRANSPORTATION

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This article is based on the work done by 2nd year students of post-graduate course in Town & Country Planning (with specialisation in traffic and transportation planning) under guidance of staff members of the School of Planning and Architecture, New Delhi, during the academic session 1974-75.

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## MANAGEMENT BY OBJECTIVES

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## MANPOWER

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MATHUR, S.C. Planning for rural manpower. *Voluntary Action*, 17(9-10) Sept.-Oct. 75, p. 240-6.

## MARKETING

PAREKH, VINOD. (State Trading Corporation of India, New Delhi). Role of government agencies in effective marketing. *Lok Udyog*, 9(11) Feb. 76, p. 13-15.

A good marketing system ensures a good value for money to the consumer and an adequate return for the product and sustained demand to the producer.

Government participation in the marketing function is by no means a new phenomenon. Marketing activities of government agencies can be divided into two parts—domestic and international. Low levels of income in developing countries make it obligatory on the government to intervene, to regulate the available production for more equitable distribution at reasonable prices, especially to vulnerable sections of the population. The author tries to indicate the variety and value of the functions which government agencies can and do perform in effective marketing to further the goals of national policy.

#### MATERIALS MANAGEMENT

RAO, G.V. CHELAPATHI. Finance function in relation to materials management. *Lok Udyog*, 9(9) Dec. 75, p. 9(10) Jan. 76, p. 17-22.

#### MAYORS

YOGENDER, T. (Lal Bahadur College, Warangal, Andhra Pradesh). Institution of mayor in Hyderabad Municipal Corporation: some issues. *Quarterly Journal of the Local Self-Government Institute*, 45(6) Oct.-Dec. 75, p. 565-71.

The real question which is agitating the minds of those interested in Hyderabad Municipal Corporation is to whether the mayor of the city corporation of Hyderabad be invested with the more executive powers so to enable him to function as an effective executive head or to let him continue as a mere ceremonial head with no powers worth the name. Although mayors in the municipal corporations of our cities do not enjoy as effective powers as they should, the mayors of some cities like Indore, Gwalior, Kanpur, Bangalore, Madras, Trivandrum do enjoy more powers in different ways which are denied to the mayor of the city corporation of Hyderabad. The author is of the opinion that the mayor of Hyderabad should also be

entrusted with more powers keeping in with the resolutions being passed by the annual mayors' conferences to clothe the mayors with more executive powers befitting their positions.—*Reproduced*.

#### METROPOLITAN FINANCE

De GUZMAN, MARIO HERNANI. Insights on the dilemma of a metropolitan fiscal structure. *Local Government Bulletin*, 9(1) Jan.-June 74, p. 11-14.

#### METROPOLITAN GOVERNMENT

BISWAS, KALYAN. Metropolitan government as an aspect of municipal reform in Metropolitan Calcutta. *Nagarloka*, 7(3) July-Sept. 75, p. 1-15.

OAMAR, FELIPE V. Approaches to metropolitan governance: some policy considerations for reorganization in metropolitan Manila. *Local Government Bulletin*, 9(2) July-Dec. 75, p. 2-9.

#### MINING—ACCIDENTS

AIYAR, SWAMINATHAN S. Chasnala: how and why? *Times of India*, 11 Jan. 76, p. 8.

BANERJEE, SUDHIR KUMAR. Accidents in coal mines. *Hindustan Times*, 10 Jan. 76, p. 5.

DAS GUPTA, SOMDEB. Chas Nala today: life must go on. *Statesman*, 28 Jan. 76, p. 4.

KRUPAKARAN, P.K. The tragedy of Chasnala. *Indian Express*, 1 Feb. 76, p. 6.

#### MINING—SAFETY DEVICES AND MEASURES

DAS GUPTA, S. Safety practices in mines abroad: how far they are applicable to Indian conditions? *Labour Bulletin*, 35(9) Sept. 75, p. 1-4.

MAHATO, M. Educating mine worker on safety. Indian Worker, 24 (14-15) 26 Jan. 76, p. 67-8.

#### MODERNISM

SMITH, DAVID HORTON and ALEX INKELES. Individual modernizing experiences and psycho-social modernity: validation of the O M scales in six developing countries. International Journal of Comparative Sociology, 16(3-4) Sept.-Dec. 75, p. 155-73.

#### MONEY

GUPTA, SURAJ B. Factors affecting money supply: critical evaluation of Reserve Bank's analysis. Economic and Political Weekly, 11(4) 24 Jan. 76, p. 117-28.

#### MONOPOLIES

LOMBARDINI, SIRO. Monopolies in a poor country. Economic Times, Annual 1975, p. 67-73.

RAMACHANDRAN, K.S. Should the public sector be outside the purview of M.R.T.P. Act? Capital, 176(4402) 26 Feb. 76, p. 285-6.

CONLON, R.M. Trade practices legislation: an alternative view. Australian Quarterly, 47(3) Sept. 75, p. 55-66.

#### MOTIVATION

KUMBHAT, J.R. Motivation and management. Indian Manager, 6(4) Oct.-Dec. 75, p. 336-43.

LEVINSON, HARRY. (Levinson Institute, Cambridge, Massachusetts). Motivating administrators and organisations for change. Development Policy and Administration Review, 1(1) Jan.-June 75, p. 1,6.

The author spent one month at the

HCM State Institute of Public Administration in 1974 and addressed members of the Indian Institute of Public Administration at Jaipur and Delhi. This paper is based on his impressions. In addition to lack of initiative and motivation there is a general reluctance to delegate authority. The practice of management in government administration is highly authoritarian. Higher officials' complaints about lack of initiative and motivation, courtesy to the public, and so on, are significantly a product of their own making. People should be involved in collective thinking about problems to be solved and a new non-authoritarian management climate should be created.

VALECHA, GOPAL K. What makes you "tick"? Quarterly Journal of the Local Self-government Institute, 44(2) Oct.-Dec. 74, p. 349-58.

#### MOTOR TRANSPORTATION—COSTS

HANUMANTHAPPA, K. Cost control in road passenger transport: a study with particular reference to Kerala State Road Transport Corporation (KSRTC). Lok Udyog, 9(9) Dec. 75, p. 39-46.

#### MUNICIPAL FINANCE

BANERJEE, SIVADAS. Raising Calcutta's civic revenue; four basic measures. Times of India, 5 Jan. 75, p. 6.

The four avenues being explored to augment the revenue of the Calcutta corporation and other municipal bodies in the programme area of Calcutta Metropolitan Development Authority are: basing the charges for water supply and sewerage not on the existing property tax but on a revised rate schedule; revising property tax; imposing an additional levy on property and a higher tax on professions and the withdrawal of provisions for reduced ceilings in respect of the Calcutta improvement trust buildings

and *bustees*. As per West Bengal government's loan agreement with the International Development Association of the World Bank, a plan to improve civic financial performance was formulated by a joint working group set up by the Union government. The plan has been finally approved by the state government. The working group's recommendations are briefly described.

DATTA, ABHIJIT (Centre for Urban Studies, New Delhi). An outlook for municipal finance commissions. *Nagarloka*, 7(3) July-Sept. 75, p. 23-7.

Recently a number of state governments have appointed state municipal finance commissions and so far the Maharashtra and Gujarat reports have been published. This paper examines the contents of the two reports in detail in order to identify their similarities and differences and evaluate these against the original objectives of the commissions. Comparisons have been made of the terms of reference, the estimations of revenue gap, tax efforts, reservation of tax sources, tax-sharing, general-purpose grant and plan assistance. In the end, some particular issues arising out of the subject-matter covered by the two reports have been identified for possible policy decisions by the state governments concerned.—*Author*.

SARMA, ATUL, K.M. PAREKH and L. TOMBI SINGH. Determinants of urban-local expenditure: an exploration in the Gujarat context. *Anvesak*, 4(2) Dec. 74, p. 171-7.

#### MUNICIPAL FINANCE—ADMINISTRATION

PRATAP SINGH. (Govt. College for Women, Rai, Haryana). Municipal financial administration in Haryana. *Quarterly Journal of the Local Self-Government Institute*, 45(2) Oct.-Dec. 74, p. 359-68.

Financial administration in Haryana,

as in many other Indian states, calls for drastic changes both in its structure and functions so as to make it more efficient and productive. In the present system the mode and methods of budget making are far from satisfactory. Municipal committees are not yet free in their budget preparation and management. The denial of power to an elected local body to prepare its own budget in accordance with the wishes of the people is undemocratic. The powers requiring the municipal committees to submit to the state government departments budget extracts relating to medical, public health and education services and the budget estimates relating to these services modified by the sanitary authority are not conducive to the growth of responsible, self-governing institutions like the municipalities. The executive, non-elective authority does not carefully scrutinise the budgets. There are numerous instances where the sanction was accorded almost at the expiry of the financial year. Municipal audit is also not without defects. To make audit more meaningful the system of pre-audit should be introduced at least in those municipal committees having an income over Rs. 1 lakh.—*Reproduced*.

#### MUNICIPAL GOVERNMENT

ALEEM, M.A. A study in municipal administration of Secunderabad cantonment. *Quarterly Journal of the Local Self-Government Institute*, 45(4-5) Apr.-June & July-Sept. 75, p. 455-66.

This article attempts to study the municipal administration of the cantonment at Secunderabad, Andhra Pradesh which is one of the largest military stations in India. Originally created by a treaty of Subsidiary Alliance of 1798, the cantonment is controlled by the government of India through its Ministry of Defence. Its administration is carried on under the Act of Parliament and it differs from that of the adjacent local areas of the twin cities of Hyderabad

and Secunderabad. Under the pressure of demand of the civil population its administration has been democratized to an extent, yet not to an extent as it ought to have been. Today civic interest of civil population residing in cantonment area is shadowed by the overall dominating interest of the garrison. The author stresses of imperative need for the development of the civil area of the cantonment at par with municipal area of Hyderabad and Secunderabad and for the removal of the inequalities in the two areas that exist in terms of civic services and opportunities to participate in municipal administration.—*Reproduced*

BHATTACHARYA, MOHIT. (Centre for Urban Studies, New Delhi). Higher government support to municipal public services. *Nagarlok*, 7(3) July-Sept. 75, p. 28-33.

Intergovernmental relationship can be meaningfully discussed in the context of the need for augmentation of urban public services. Municipalities are not the only authorities supplying urban public services. There are other organizations also such as special authorities, and State Government departments who are engaged in the supply of local public services in many urban areas. How best to ensure the supply of urban public services is thus not simply a fiscal question. It involves choice of organizations—which function should be left to be administered by what type of organization and at what level, local, regional or state. Efficient delivery of public services is, again, dependent on the structure of an organization and the quality of its managerial input. Innovation in intergovernmental fiscal relations has to be looked at as one of several ways to improve the supply of urban public services. From available evidence, it appears that the municipal authorities have been relying mostly on their domestic resources, and the role of State assistance has been marginal. Fiscal difficulties of

local governments are attributable to two basic causes. Sometimes local bodies are unable to augment their resources by raising tax rates or user charges because of political considerations. Also, property tax which is the mainstay of local finance has a lower income elasticity that makes for difficulty in raising more funds through this tax only. The second important cause which creates local fiscal difficulties is that there are certain factors affecting local finance that are beyond the control of the local bodies. These are regional income differences and interjurisdictional spillover of costs and benefits. Three well-known techniques of intervention by higher level governments to provide greater revenue to lower level governments are: direct transfer of funds, tax sharing, and tax-coordination. In India the modalities of fiscal transfers have been discussed in various reports and papers. What is presently lacking is a full-throated political acceptance of municipal government as a full-fledged member in the family of governments.—*Author*.

BORA, P.M. Growth of municipal government: a study of Marathwada region. *Quarterly Journal of the Local Self-Government Institute*, 45(4-5) Apr.-June & July-Sept. 75, p. 481-91.

Unlike in many parts of India, and more particularly in the other parts of Maharashtra, the growth and evolution of municipal government in the Marathwada region of Maharashtra state has been painfully slow and belated. The beginning of municipal administration in this region, in the real sense of the term, was made with the establishment of 25 municipal committees by the Nizam's government in 1931, when municipal administration in Indian provinces was fairly developed and assumed democratic character. Municipal committees in Marathwada were neither constituted with any elective element, nor were they intended to afford opportunities for political and popular education. Indeed,

before the liberation of Marathawada in 1948, no honest efforts were made to develop municipal governments as units of local self-government. Thus, the real beginning was made in 1952-53 only when the first municipal elections were held. However, as subsequent events showed, the municipal government here has not worked satisfactorily.—*Reproduced.*

LAMBA, P.S. (Kurukshetra University, Kurukshetra). Evolution of municipal government in Punjab-2, Quarterly Journal of the Local Self-Government Institute, 45(4-5) Apr.-June & July-Sept. 75, p. 493-506.

This is the second instalment of the article on the evolution of municipal government in Punjab. In the first instalment published in the January-March 1975, issue of the "Quarterly Journal" the author traced the growth till the establishment of the Royal Commission. In this part the author traces its development till the present-day. He regrets that even the advent of freedom did not materially or substantially improved the sordid affairs in which the municipal government was placed before. It is a sad commentary on municipal government in Punjab, the author observes, that the Municipal Act of 1911 which is the legacy of the British Rule, still continues to be the main statute providing the broad structure of municipal administration.—*Reproduced.*

MBOGUA, J.P. Administrative problems in providing services for a rapidly developing city. Journal of the Kenya Institute of Administration, (6) July 75, p. 1-10.

An address delivered at the Kenya Institute of Administration on 23rd May, 1974.

PRATAP SINGH. (University College, Kurukshetra). The performance of municipalities in the field of public works: a

study of Haryana. Quarterly Journal of the Local Self-Government Institute, 45(6) Oct.-Dec. 75, p. 547-52.

The performance of municipalities in services has been far from satisfactory. Municipal services both in terms of volume and quality are at a low ebb. An overall idea of the scales of different services performed by the municipalities in Haryana can be gathered from the fact of distribution of expenditure on these services which is relatively very small. The author makes important suggestions to improve these services.—*Reproduced.*

SINHA, RAMASHRAYA. (University of Bihar). A case for political executive in municipal government in India. Nagarlok, 7(3) July-Sept. 75, p. 34-9.

The paper highlights the inherent weaknesses of the present structure of municipal corporation in India. The structure lacks political executive; its chief executive an appointee of the government is an encroachment upon the democratic principles; and it contains seeds of conflict between the deliberative and the executive wings. The mayor, being only a ceremonial head and a presiding figure; does not possess any executive or administrative authority.

This model has been viewed advantageous by some for according to them, in this administration is freed from political interference and efficiency is ensured. But it is overlooked that under it the quantum of political control is meagre. The Chief executive is not responsive and accountable to the political wings. As such the structure fails to conform to the democratic principles. Efficient government never means irresponsible government. In fact good management requires that authority and responsibility should go together. The Chief executive lacks initiative and leadership too, and the mayor for want of executive authority has not acquired the capacity

for leadership. Thus there exists a political vacuum.

The structure, therefore, calls for a rethinking for its democratisation and modernisation. Though the national pattern of government favours that Cabinet type, this may fail to provide integration and stability in administration. Hence a single man political executive, endowed with real executive power with an administrative officer subordinate to him to assist like the American Chief Administrative Officer and elected directly or from amongst the corporators with fixed tenure may be tried.—*Author.*

#### MUNICIPAL GOVERNMENT—ACCOUNTING

HAYWOOD, GORDON. Some differences in accounting for local authorities and private enterprise. *Journal of Kenya Institute of Administration*, (6) July 75, p. 28-32,

#### NATIONAL SEEDS CORPORATION

MAINI, N.S. National Seeds Corporation—a review of activities. *Agricultural Situation in India*, 30(7) Oct. 75, p. 511-14,

#### OFFICIAL SECRETS

MIDDLEMAS, R.K. Cabinet secrecy and the Crossman diaries. *Political Quarterly*, 47(1) Jan.-Mar. 76, p. 39-51.

#### OMBUDSMAN

FAWCETT, J.E.S. The Spread of the ombudsman system in Europe. *World Today*, 31(11) Nov. 75, p. 469-74.

KLEIN, RUDOLF. Ombudsman into Mediateur. *Political Quarterly*, 47(1) Jan.-Mar. 76, p. 92-4.

THE PRISON ombudsman. (Reflection of Stanley Anderson, Donald Cressey

and John Moore). *Center Magazine*, 8(6) Nov.-Dec. 75, p. 6-10.

#### OPERATIONS RESEARCH

EMSHOFF, JAMES R. Behavioural theory for OR applications. *Operational Research Quarterly*, 26(4, i) Nov. 75, p. 675-92.

#### ORGANIZATIONAL CHANGE

BOWERS, DAVID G., JEROME L. FRANKLIN and PATRICIA A. PECORELLA. Matching problems, precursors, and interventions in OD: a systemic approach. *Journal of Applied Behavioral Science*, 11(4) Oct.-Dec. 75, p. 391-409.

DAVIS, KEITH. A law of diminishing returns in organizational behavior? *Personnel Journal*, 54(12) Dec. 75, p. 616-19.

DOWLING, WILLIAM F. To move an organization: the Corning approach to organization development. *Management Review (U.S.A.)*, 64(10) Oct. 75, p. 43-52.

HART, DAVID K. and WILLIAM G. SCOTT. The organizational imperative. *Administration and Society*, 7(3) Nov. 75, p. 259-85.

HOLLINGSWORTH, A.T. and JANE W. HASS. Structural planning in organizational development: an often neglected aspect. *Personnel Journal*, 54(12) Dec. 75, p. 613-15.

PATTEN, THOMAS H. JR. and KAREN L. FRASER. Using the organizational rewards system as an OD lever: case study of a data-based intervention. *Journal of Applied Behavioral Science*, 11(4) Oct.-Dec. 75, p. 457-74.

STEPHENSON, T.E. Organization development: a critique. *Journal of Management Studies*, 12(3) Oct. 75, p. 249-65.

TICHY, NOEL M. How different types of change agents diagnose organizations.

HUMAN RELATIONS, 28(9) Dec. 75, p. 771-99.

WALTERS, ROY W. Organization change: a new model. *Personnel Journal*, 54(11) Nov. 75, p. 573-4.

WELBORN, DAVID M. Public agencies and planned change: a fragment of experience. *Midwest Review of Public Administration*, 9(2-3) Apr.-July 75, p. 90-106.

#### OVERTIME

SUNDARAM, N.M. Cost control—overtime allowance. *Management Accountant*, 10(7) July 75, p. 443-7.

#### PAKISTAN—ECONOMIC CONDITIONS

BHATIA, B.M. Pakistan's economy: strategy to fight inflation. *Statesman*, 21 Jan. 76, p. 4.

#### PENSIONS

OLD AGE pensions: level, adjustment and coverage. (summary of the study of the OECD Working Party on Social Aspects of Income Transfer Policy). *OECD Observer*, (77) Sept.-Oct. 75, p. 19-24.

#### PERSONNEL—SERVICE RATING

WISE, DAVID A. Personal attributes, job performance, and probability of promotion. *Econometrica*, 43(5-6) Sept.-Nov. 75, p. 913-31.

#### PERSONNEL, PUBLIC

GAUR, RAJ BAHADUR. Government employees and 20-pt. programme. *Link*, 18(24) 26 Jan. 76, p. 61-3.

#### PERSONNEL, PUBLIC—LEGISLATION

VRANA, VERNON K. Observations on the Intergovernmental Personnel Act.

*Civil Service Journal*, 16(1) July-Sept. 75, p. 19-23.

#### PERSONNEL, PUBLIC—RECRUITING

PATTABHIRAM, M. Recruitment to all-India services. *Hindu*, 12 Jan. 76, p. 6.

This article deals with several important matters raised in the annual report of Union Public Service Commission for the year ending March 1974. The Commission has made some suggestions to remove the distortions in the recruitment system. The points raised by the state government against the constitution of new all-India services are briefly discussed. As there is acute educated unemployment, the Commission has proposed that a national recruitment policy should be evolved to enable a candidate to get suitable employment after graduation through one application and a single competitive examination. There is considerable variation in the popularity of UPSC examinations among the alumni of the different universities. This position has got to be studied and rectified.

#### PERSONNEL, PUBLIC—RETIREMENT

PATTABHIRAM, M. Review of premature retirements. *Hindu*, 20 Feb. 76, p. 6.

After emergency was imposed, a number of government servants were prematurely retired. The drive against corrupt elements should not affect the morale of government employees in general. The Union Government is going to appoint committee to review the cases of premature retirement. The officials concerned should be furnished with reasons for compulsory retirement and given a chance to defend themselves and rebut the allegations.

#### PERSONNEL, PUBLIC—SELECTION

HOSENBLUM, DAVID H. Implementing equal employment opportunity goals

and timetables in the Federal Service. Midwest Review of Public Administration, 9(2-3) Apr.-July 75, p. 107-20.

NAYAR, KULDIP. Selecting civil servants. Indian Express, 11 Mar. 76, p. 4.

### POLICE

MISRA, SHARAD CHANDRA. (Former Director, National Police Academy, Mount Abu). My police service in retrospect. Prashasnika, 4(1) Jan.-Mar. 75, p. 16-36.

The author joined the police service in 1933 and served over thirty-five years. An outline of police training at the Police Training College at Moradabad is presented. In those days the trainees had the advantage of watching their seniors from close quarters. That advantage is not found in the present system of integrated training. The author worked at various places—Etah, Allahabad, Aligarh, Meerut, Gorakhpur, Agra, Bareilly, etc. A number of exciting incidents are mentioned to bring out the historical facts from which some lessons can be drawn. The police of the British days did not have a good public image and after independence doubts were expressed about their loyalty to the new regime. But the results achieved by the Indian officers of the old regime proved conclusively that they were second to none in patriotism. In the last days of his service, the author was the Director of National Police Academy at Mount Abu.

NOORANI, A.G. Police excesses: need for institutional safeguards. Indian Express, 9 Mar. 76, p. 4.

PURSLEY, ROBERT D. Community and departmental characteristics among two categories of municipal police chiefs. Midwest Review of Public Administration, 9(2-3) Apr.-July 75, p. 145-56.

### POLICY SCIENCES

CUTT, JAMES. Policy analysis: a conceptual base for a theory of improvement. Policy Sciences, 6(3) Sept. 75, p. 223-48.

JAUMIN-PONSAR, ANNE. A new administrative science school: policy sciences. (Summary in English of original in French). International Review of Administrative Sciences, 41(3) 75, Original p. 281-7, Summary p. vi-viii.

LAZARSFELD, PAUL F. The policy science movement (an outsider's view). Policy Sciences, 6(3) Sept. 75, p. 211-22.

SHAKUN, MELVIN F. Policy making under discontinuous change: the situational normativism approach. Management Science, 22(2) Oct. 75, p. 226-35.

### POLITICAL PARTICIPATION

CITIZEN and administration—II (Special number). Indian Journal of Public Administration, 21(3-II) July-Sept. 75, p. 435-615. (Entire issue).

*Contents:* Editorial; Public grievance pattern in Sagar district, by A. Ayasthi; Citizen and administration: the local government perspective, by N.R. Inamdar; Patterns of communication in rural Rajasthan, by Iqbal Narain, K.C. Pande and Mohanlal Sharma; Citizens' grievances and treasury reforms in India, by M.J.K. Thavaraj and K.L. Handa; Administration and the citizen: some issues in decision-making, by A.P. Saxena, The Bureaucracy and the poor, by A.P. Barnabas; The "Ombudsman": a super administrator or a grievance-man, by R.B. Jain; Need for public relations in administration, by F.C. Gera; Behavioural implications of citizen-administration relationship—some tentative hypotheses, by Mohit Bhattacharya; People's contact with administration: a field study in a district, by S.R. Nanekar and N.S. Patil; Citizens and administrators—a transactional approach, by

Sudesh Kumar Sharma; Citizen and public administration: a need for effective grievance redressal machinery, by Harbans Pathak; Citizen grievances and administration, by R.K. Tiwari; Citizen and administration: a select bibliography, compiled by I.R. Kumar.

Picking up from where it was left in Part I of the Special Number, another set of scholars take a close look at the relationship between the administration and the people. Some have put the entire machinery of administration under examination while others have chosen specific areas for research and scrutiny. Some of the contributors have attempted the analysis of the broad parameters of the relationship between the community and the administration. Jawaharlal Nehru spoke of the country's 'tryst with destiny'. The writers in this part of the Special Number again try to find out the ways and means by which the administration and the people here can be geared to keep that tryst.

Bureaucracy has its shortcomings but it is an apparatus or an instrument which can be put to use to bring about the social transformation of which J.L.N. spoke so often. While being critical of the administrative system, it has also been acknowledged by the contributors that the machinery can be so oriented as to facilitate the quest for a better society. It is a quest where the interests of the citizen and administration should not conflict but converge. It has to be appreciated in all its implications by the administrator that he is also a citizen besides being a public functionary, especially entrusted with the discharge of specific functions and responsibilities. Moreover, the citizen is not only the client but also the master in a democratic context. We think that this provides an apposite perspective for discussion of the many-dimensional and vexed problem of the citizen and administration relationship on a constructive basis.

The touchstone of administrative responsiveness is rural India and Prof. Avasthi examines the pattern of grievance redressal in Sagar district in Madhya Pradesh to bring out that delay in looking into public grievances is tantamount to denial of the rightful claims of the citizen in a democracy.

Panchayati raj as the basic unit in the administrative stratum is closest to the public in rural areas but the alleged malpractices in panchayat elections negate the very purposes and ideals of the panchayati raj institutions. Dr. Inamdar, while drawing attention to this problem, traces the reasons of public apathy to development effort and points out how the structural arrangement, which ought to resolve the difficulties of the people, becomes itself a centre of tensions.

The pattern of communication in any organisation or even the totality of administration is an important factor in projecting its image to the people. The mode of communication and its clarity and effectiveness have a significant bearing in any segment of developmental effort. It is from this angle that Dr. Iqbal Narain, Shri K.C. Pande and Shri Mohanlal Sharma have taken a case study from rural Rajasthan which will be of particular relevance to policy-makers.

A member of the public comes into intimate touch with the Government when he has to pay any dues to it or has to receive any from it. It is this vital point of contact that Dr. Thavaraj and Shri Handa have put under examination in their article, 'Citizens' Grievances and Treasury Reforms in India'. The treasury system as prevalent today comes for very strong criticism from the citizen's angle and the proposals for change as made by the learned writers merit discussion.

In the background of the emerging

national ethos, Shri A.P. Saxena raises some fundamental issues as regards the processes of decision-making which hinder rather than help the establishment of a rapport between the administration and the community.

Prof. Barnabas writes of the vulnerable sections and the poor being denied their rightful claims and demands by the administration due to lack of effective or assertive articulation and he highlights the inadequacies at the grassroot level—the VLW in relation to the farmer, for instance.

Dr. R.B. Jain has dealt with the Scandinavian model of Ombudsman and its adaptations elsewhere including its position and possibilities in India. The relationship between the citizen and the administration can be viewed from the positive as well as the negative standpoint—both, of course, intended to achieve the common goal of ensuring better rapport and better understanding. While efforts are all along necessary so that areas of dissonance, disharmony, misunderstanding or misgivings are minimised and eliminated and a better operating culture for greater effectiveness is ensured, it is imperative that the citizen is also assured of a built-in mechanism for speedy ventilation and redressal of his grievances within the administrative framework. This will also have a healthy effect of keeping the administration itself more vigilant, responsive and responsible. He has analysed the constitutional, jurisdictional and other operational problems with a view to evolve a system for grievance redressal.

Should a government just be satisfied by doing the right with the public or should it, in addition, tell and inform the public accordingly? The latter will immediately call for deliberate, scientific and well-conceived public relations work. Shri Gera in his article stresses the role of public relations in administration both in the higher echelons as well as at the

operating levels. Public relations in administration is something more than mere publicity or propaganda as it aims to create and widen the areas of confidence, understanding and endeavour between the community and the administration.

Dr. Mohit Bhattacharya takes up the municipal administration and analyses the behavioural implications of the municipal staff to the people's demand for civic amenities. Lack of funds is understandable, says Dr. Bhattacharya, but the lack of proper behaviour of the staff is not always explained by the inadequacy thesis alone.

Shri Nanekar and Shri Patil report on a field study of the public contact with the officers in a district in Maharashtra. The study was undertaken to find out the number of visitors to these officers in a day, their purpose of visit and whether the visitors were satisfied about the result of visits. This study again indicates many other areas for research with a view to improve citizen satisfaction.

Recent advances in behavioural psychology have developed transactional analysis as a tool of study of organisational and administrative behaviour. An attempt has been made here by Dr. Sudesh Kumar Sharma to apply it in a limited way. Not only are the results bound to be tentative, but even the methodology requires a closer look by experts in the field of administration and management.

Besides Dr. Jain, Shri Harbans Pathak also in his article, 'Citizen and Public Administration: A Need for Effective Grievance Redressal Machinery' develops the Ombudsman idea as a desirable set-up for helping people to get the administration to look into their grievances and considers its adaptation in India as necessary to cope up with citizens' complaints which seem to grow

along with the expansion of Government activities.

Dr. Tiwari takes up a case study of an urban set-up and tries to show the work of a department concerned with the distribution of scarce commodities to the general consumer. Similar devices have been worked out by many departments and have been in operation in different areas. More of such case studies can be helpful in working out effective grievance-redressal patterns in administration.

The Special Number (Part I & II) is rounded off with a select bibliography on different issues relating to 'Citizen and Administration' compiled by Shri I.R. Kumar.—*Reproduced from Editorial.*

KIESTER, DOROTHY J. Citizen boards—do they serve a purpose? *Popular Government*, 40(3) Winter 75, p. 40-3.

TERRELL PAUL. Citizen participation and general revenue sharing. *Social Work*, 20(6) Nov. 75, p. 429-34.

WELCH, SUSAN. Dimensions of political participation in a Canadian sample. *Canadian Journal of Political Science*, 8(4) Dec. 75, p. 553-9.

#### POSTAL SERVICE

BAKER, R.J.S. The postal service: a problem of identity. *Political Quarterly*, 47(1) Jan.-Mar. 76, p. 59-70.

#### POVERTY

HOOJA, RAKESH, SOM SHANKAR DAS and G. BALAGOPAL. Poverty and the need for industrial reorganization. *Development Policy and Administration Review*, 1(1) Jan.-June 75, p. 51-64.

This is the report of Syndicate Group written for the Professional Course (Phase I) of the 1974 I.A.S. Batch at the Lal Bahadur Shastri National Academy

of Administration, Mussoorie in Nov.-Dec. 1974. The group consisted of 16 I.A.S. Probationers and Prof. B.P. Guha was the staff associate.

ICSSR Workshop on Interdisciplinary Research Methodology on Regional Planning with special reference to Attack Against Poverty, held at the University of Mysore, from 4th to 11th May 1975. Madras Development Seminar Series Bulletin, 5(12) Dec. 75, p. 532-56.

*Contents* : Statement of social scientists; A note on the assessment of the workshop, by C. Parvathamma; Some methodological issues—(Anthropology), by Gopala Sarana; Some methodological issues—(Economics): methodology of village studies, by B. Sarveswara Rao and D.V. Raghava Rao.

PAPANEK, GUSTAV F. The poor of Jakarta. *Economic Development and Cultural Change*, 24(1) Oct. 75, p. 1-27.

#### PRESS

ENGWALL, LARS. The structure of the Swedish daily press. *Swedish Journal of Economics*, 77(3) 75, p. 318-28.

MIRCHANDANI, G.G. A non-aligned news agency: need avoid pitfalls. *Indian Express*, 27 Jan. 76, p. 6.

WARNAPALA, W.A. WISWA. Press and politics in Sri Lanka (Ceylon). *Journal of Constitutional and Parliamentary Studies*, 9(2) April-June 75, p. 125-55.

#### PRICES—REGULATION

JAYARAMAN, K. Pros & cons of price controls. *Economic Times*, 8 Mar. 76, p. 5.

India's experience over the last twenty-five years regarding rigid controls of various kinds indicates that the price

policy was not oriented towards stimulating production, the whole emphasis being on administrative control which was negative in approach and result. The price controls should not hamper investment and production. Price controls are supposed to overcome temporary shortages and their continuation over a number of years indicates their failure. Dual prices is at best a palliative and not a permanent remedy. Price and distribution controls, partial or full, should pave the way for their full lifting, sooner or later.

### PRISONERS

SOHONI, NEERA KUCKREJA. Women prisoners in India. International Social Work, 18(4) 75, p. 32-42.

### PROFESSIONS

PROFESSIONALISM in flux. International Social Science Journal, 27(4) 75, p. 563-795 (Entire issue).

### PROJECT MANAGEMENT

ATHREYA, V.B. Project evaluation in developing countries. or Social Scientist, 4(6) Feb. 76, p. 3-19.

BAWA, D.S. Project evaluation norms. Economic Times, 3 Feb. 76, p. 5; 4 Feb. 76, p. 5.

KANNAN, K.P. Kuttanad Development Project: an economic evaluation. Indian Journal of Agricultural Economics, 30(4) Oct.-Dec. 75, p. 49-73.

QAYUM, A. Evaluation of public sector projects: assessment of Little-Mirrelees manual. Economic and Political Weekly, 11(9) 28 Feb. 76, p. M-17-20.

### PUBLIC ADMINISTRATION

DAYAL, ISHWAR. Public administration in 2000 A.D. Economic Times, 13 Feb. 76, p. 5.

With increase in population, there will be enhanced demands in 2000 A.D. for food, energy, water, transport, basic necessities and institutions to cope with public services. Though economically the structure of the society would remain basically the same the expectations of the people would be higher. Politically some rationalisation of party system would occur. On the basis of historical evidence it is predicted that revolutionary changes are unlikely in the social, economic and political situation. There will be wider application of science and technology in administration. The necessary administrative and organisational changes which the government will have to make to meet the vast problems, are briefly described. The roles of political representatives and administrators must be clearly demarcated. In the administration of city governments, the management of public utilities will have to be taken over by autonomous organisations with a technical bias. In administrative practices major changes in planning, co-ordination and control will be necessary. A policy planning unit in the Prime Minister's office will be inevitable to play an effective role both in policy formulation and feedback of results to Prime Minister and the cabinet.

HOYLE, A.R. American public administration 1974: a network of paradoxes. New Zealand Journal of Public Administration, 38(1) Sept. 75, p. 15-23.

LOSCHAK, DANIELE. La science administrative: what administration and what science? (Summary in English of original in French). International Review of Administrative Sciences, 41(3) 75, Original p. 239-52, Summary p. iv-v.

MAHESHWARI, SHRIRAM. Problems of public administration in Bangladesh. Indian Journal of Political Science, 36(4) Oct.-Dec. 75, p. 385-98.

NAYAR, KULDIP. Out of the rut. Indian Express, 5 Feb. 76, p. 4.

Despite many efforts the government offices continue to carry on old traditions which have little significance today. Though almost all countries have done away with the system of noting by various grades of people, the system continues to exist in India. In the file there should be only one note by the officer who can take some action on it. Our administrative structure has to function somewhat differently. There is an obsession about rules and regulations and an acute shortage of men of action. Ministers, officers and managers should set an example of dedication and total involvement in work.

STENE, EDWIN O. The politics-administration dichotomy. *Midwest Review of Public Administration*, 9(2-3) Apr.-July 75, p. 83-9.

#### PUBLIC ADMINISTRATION— RESEARCH

ADAMOLEKUN, LADIPO. Problems of administrative research in Franco-phone Africa. *Greenhill Journal of Administration*, 2(1) Apr.-June 75, p. 76-88.

#### PUBLIC ADMINISTRATION— STUDY AND TEACHING

ENGELBERT, ERNEST A. Guidelines and standards for education and training of public managers. *International Review of Administrative Sciences*, 41(3), 76, p. 233-8.

#### PUBLIC ASSISTANCE

ISSERMAN, ANDREW M. Food stamps: an economic analysis. *Social Service Review*, 49(4) Dec. 75, p. 588-607.

STUART, ARCHIBALD. Recipient views of cash versus in-kind benefit programs. *Social Service Review*, 49(1) Mar. 75, p. 79-91.

#### PUBLIC DISTRIBUTION SYSTEM

GEORGE, A.C. (Minister of State for

Industry and Civil Supplies). Towards a consumer-oriented system. *Hindu*, 26 Jan. 76, p. 8.

To look after the general interests of the consumer, a separate Department of Civil Supplies and Co-operation was set up in October 1974. The 20-point economic programme announced by the Prime Minister attaches great importance to price stability and availability of essential commodities. The basic features of the model distribution scheme implemented in Delhi are being gradually extended to other areas. Cooperatives are given an important place in the new scheme of public distribution. Measures taken after Emergency for the protection of consumers are briefly described. Price level is decreasing and the availability of essential commodities has vastly improved.

GULATI, I.S. and KRISHNAN, T.N. Public distribution and procurement of foodgrains: a correction and some elucidations and observations. *Economic and Political Weekly*, 11(8) 21 Feb. 76, p. 334-7.

KRISHNAJI, N. Public distribution and procurement of foodgrains: a comment. (On article by I.S. Gulati and T.N. Krishnan in the issue dated 24th May 1975). *Economic and Political Weekly*, 11(8) 21 Feb. 76, p. 332-4.

#### PUBLIC GOODS

WHEATON, WILLIAM C. Consumer mobility and community tax bases: the financing of local public goods. *Journal of Public Economics*, 4(4) Nov. 75, p. 377-84.

#### PUBLIC OPINION

SEIDMAN, DAVID. Simulation of public opinion: a caveat. *Public Opinion Quarterly*, 39(3) Fall 75, p. 331-42.

## PUBLIC RELATIONS—CIVIL SERVICE

ERMER, VIRGINIA B. Strategies for increasing bureaucratic responsiveness: internal monitoring or an executive-clientele "alliance". *Midwest Review of Public Administration*, 9(2-3) Apr.-July 75, p. 121-32.

## PUBLIC RELATIONS—POLICE

POLICE and community. *Journal of Social Issues*, 31(1) Winter 75, p. 1-249 (Entire issue).

VENKATESWARAN, V. A code of conduct for police-public relations. *Hindu*, 24 Jan. 76, p. 8.

This article is based on the recommendations of the Committee set up by the Government of Maharashtra to formulate a code of conduct for establishing better relations between the police and the public. The Committee was headed by Mr. S.K. Wankhede, Speaker, Maharashtra Legislative Assembly.

## PUBLIC WELFARE

RAY, M. SINHA. Social welfare in India—role of state. *Economic Studies*, 16(5) Nov. 75, p. 203-6, 222.

## PUBLIC WORKS

DHIR, Y.P. Engineering works in government/semi-government institutions. *Management Accountant*, 11(1) Jan. 76, p. 11-14.

## RADIO BROADCASTING

ABEL, J.D., R.A. HILL and M.W. SPICER. The political economy of broadcasting. *Lloyds Bank Review*, (119) Jan. 76, p. 23-45.

MITCHELL, AUSTIN. Commercial radio: choosing without choice. *New Society*, 34(683) 6 Nov. 75, p. 303-5.

## RAILWAYS

PATTABHIRAM, M. Social burdens of the railways. *Hindu*, 5 Mar. 76, p. 8.

SARKAR, T.C. Productivity in railway operation. *Productivity*, 16(3) Oct.-Dec. 75, p. 947-54.

The increased productivity of railway operation will accelerate the industrial activity which in its turn will increase the economic growth of the country. The author has taken railway operation in three phases; station working—receipt and dispatch of trains and performing shunting on them; running of trains—work done by the train crew and the controllers; yard working—breaking up of incoming trains in order to form new ones. Author has given certain suggestions to improve the railway operations.

## RAILWAYS—FINANCE

KHOSLA, G.S. Railway indebtedness: compensation for social burdens. *Statesman*, 19 Feb. 76, p. 6.

## RAILWAYS—FREIGHT RATES

KHOSLA, G.S. Railway freight: countering the lure of the road. *Statesman*, 26 Mar. 76, p. 4.

## RAILWAYS—PLANNING

KHOSLA, G.S. Railway planning: how to know what is required? *Statesman*, 9 Jan. 76, p. 4.

Now Indian railway planning is on a yearly basis. As the gestation period for any major work is from three to ten years and many works are complementary to one another, planning on a yearly basis suffers from many handicaps. Reliable economic intelligence is necessary for a correct estimate of rail transport requirements. In the past, the emphasis was on developing capacity to carry more

traffic but now greater attention is being paid to terminal facilities. The conversion of Delhi-Ahmedabad metre gauge line into broad gauge should have been given priority over some other lines which have been programmed. How much of the railways' demands the Planning Commission will concede is far from clear. Moreover decisions on what may be spent in a given fiscal year are taken barely three months before that year begins.

#### RAJASTHAN—ECONOMIC CONDITIONS

ADAMS, JOHN and BALU BUMB. The economic, political and social dimensions of an Indian state: a factor analysis of district data for Rajasthan. Development Policy and Administration Review, 1(1) Jan.-June 75, p. 27-48.

#### REAL PROPERTY—LEGISLATION

GURSAHANI, NARI H. The urban land ceiling bill: its real significance. Socialist India, 12(13) 28 Feb. 76, p. 27-8.

MUKHERJEE, DILIP. Land ceiling legislation; problems of urban explosion. Times of India, 31 Jan 76, p. 8.

NANAVATI, ROSHAN H. Urban land ceiling act and duty to society. Economic Times, 2 Mar. 76, p. 5; 3 Mar. 76, p. 5.

PANDEY, H.B. Ceiling on urban property: statewise analysis. Economic Times, 22 Jan. 76, p. 5.

RAHA, SANAT. Urban land ceiling. Mainstream, 14(28) 13 Mar. 76, p. 29-30.

#### REAL PROPERTY—TAXATION

VIGILAR, GREGORIO. Innovations on real property tax administration. Local Government Bulletin, 9(1) Jan.-June 74, p. 30-1.

#### RECRUITING AND ENLISTMENT

CARIAPPA, A.C. Officer's recruitment to the army. Hindu, 8 Jan. 76, p. 6.

Five methods being used to recruit officers to the army are described. National Defence Academy (India) is a costly affair. At least a lakh of rupees are spent in turning out one graduate from the NDA. To simplify recruitment, standardise training, save money and above all foster a sense of oneness it is better to have one method of entry to the services. UPSC examination followed by practical and psychological tests by Services Selection Board and one year's concentrated military training in Indian Military Academy can equip a prospective candidate to enter the officers' cadre.

#### REGIONAL PLANNING

SETHI, HARSH. A methodological note on area development programming: some reflections on Western Rajasthan. Development Policy and Administration Review, 1(1) Jan.-June 75, p. 65-71.

#### REGIONALISM

REGIONALISM. International Journal, 30(4) Autumn 75, p. 599-810. (Entire issue).

#### RENT—REGULATION

STEGMAN, MICHAEL A. and HOWARD J. SUMKA. The economics of landlord tenant reform in smaller cities. Popular Government, 40(3) Winter 75, p. 1-14.

#### RETIREMENT

RAMANATHAN, JAYA. The road to retirement. Times of India, 4 Jan. 76, p. 11.

#### RETIREMENT PLANS—FINANCE

UMA CHARAN. Some thoughts on

gratuity liability. Management Review (India), 2(4) 75, p. 27-8, 47.

### ROLE PLAYING

PAUL, ROBERT J. Role clarity as a correlate of satisfaction, job related strain and propensity to leave—male vs. female. Journal of Management Studies, 11(3) Oct. 74, p. 233-45.

### RURAL PLANNING

LONGWORTH, JOHN W. Green paper +IAC+NRAC—rural policy. Australian Quarterly, 47(3) Sept. 75, p. 7-16.

### RURAL-URBAN MIGRATION

ESSANG, S.M. and A.F. MABA-WONKU. Impact of urban migration on rural development: theoretical considerations and empirical evidence from Southern Nigeria. Developing Economies, 13(2) June 75, p. 136-49.

### SALES TAX

AYYAR, R.V. VAIDYANADHA. Sales tax stamp: is it feasible? Economic Times, 9 Jan. 76, p. 5.

### SAVING AND INVESTMENT

MAMPILLY, PAUL. Government policies on savings and investment. Economic Times, 6 Mar. 76, p. 5; 8 Mar. 76, p. 5.

### SCHEDULED CASTES AND TRIBES

DEVELOPMENT of tribal areas in the hill districts of north western U.P. Journal of the Lal Bahadur Shastri National Academy of Administration 20(2) Summer 75, p. 517-979. (Entire issue).

A survey of five development blocks in the "Jaunsar-Bawali-Jaunpur-Rawain" areas in the Districts of Dehra Dun, Tehri and Uttarkashi, in north-western

Uttar Pradesh, was conducted by 35 Probationers of the Indian Administrative Service undergoing training at the Lal Bahadur Shastri National Academy of Administration, Mussorie. The five blocks were: Kalsi and Chakrata (District Dehra Dun), Jaunpur (District Tehri) and Naugaon and Purola (District Uttarkashi). The five blocks comprise a contiguous hilly area with a broad similarity of geographic and socio-economic conditions and problems.

The main objectives of the survey were (a) to highlight problems of the area and (b) to suggest a strategy for the development of the area and for ending or reducing exploitation.

Information was collected through 10 schedules administered at the Block, Village and Household Levels. The Block Schedule sought information on the administrative set-up and the progress of governmental programmes in the area. The Village and Household Schedules sought information on economic, social and cultural life and socio-economic problems. For the Household survey, there was one Universal Schedule used for all households in selected villages. In addition there were special schedules for eliciting further detailed information on family budgets, agricultural practices, indebtedness, landless labour, bonded labour and prostitution, which were used for selected/concerned households.

Based on information collected through these schedules, and on personal observation, five Block Reports were prepared. These Reports bring out the topographical and climatic features of each Block, the socio-economic conditions of the people, the level of development reached and the main obstacles to further development. Based on this study, the main lines of advance and also of removing or reducing exploitation are indicated.

In addition to the Block Reports,

special papers were also prepared by the Probationers, based on observation, on such subjects as exploitation in the area, bonded labour, prostitution, religious and social customs, education, etc.

The special issue of the Journal of the Lal Bahadur Shastri National Academy of Administration, which includes the Reports on the Five Blocks as well as the Papers prepared on different aspects of the life and problems of the area and its people, has been brought out in the hope that it will stimulate interest in the problems of development of this area and tribal Communities in general.—*Reproduced from editorial.*

GOGOI, P.D. (Gauhati University, Assam). Political structure of the Adi people of Arunachal Pradesh. Quarterly Journal of the Local Self-Government Institute, 45(4-5) Apr.-June & July-Sept. 75, p. 467-76.

The Adi people of the Sian district in Arunachal Pradesh of the eastern-most Union territory of India are credited to have evolved for themselves an indigenous system of village government which is democratic in structure and character. The main unit of this system of government is 'Kebang'. It is a council consisting of all the adult male members of the village and functions as a permanent local and democratic body at the village level. Surprisingly, however, Kebang has no place for women as Adi people firmly believe that women as a class are innately incapable of keeping to themselves secrets which are so necessary for running a government. Besides the Kebang there are two other higher level councils of Adi people known as 'Bango' and 'Bogum' Bokang'. Comparatively of recent creation these are the loose organisations and have yet to create an impressive image of themselves in the minds of the rank and file. But Kebang being traditionally and intimately related to the people commands greater loyalty

and obedience than these higher level bodies do.—*Reproduced.*

MAHMOOD-BIN-MOHAMMAD. Policing tribal districts. Police Research and Development, (3) 75, p. 2-16.

MASAVI, M.I. (Tribal Research Institute, Gujarat Vidyapeeth, Ahmedabad). Income and levels of living in tribal areas of Gujarat. Khadi Gramodyog, 22(4) Jan. 76, p. 195-200.

Though every one knows that poverty is rampant all over India, very few know the deplorable life the tribal people, living in remote corners of the country, far away from the civilised, comfortable living conditions of the modern world, lead. A survey of tribal areas of Gujarat reveals the level of living conditions most of the tribes of India are forced to remain contended with. It is the bounden duty of every one of us to see that they get better opportunities to earn their livelihood and thus better their lot.—*Reproduced.*

MATHUR, R.S. (Lucknow University). Sources and forms of discrimination against scheduled castes in U.P. Indian Journal of Industrial Relations, 11(2) Oct. 75, p. 207-21.

The present paper seeks to examine some of the explanations advanced for the relative backwardness of the Scheduled Castes population and identify the forms, discriminations adopted in the pattern and extent of the utilisation of the Scheduled Caste labour force. The analysis suggests that the implementation of the existing policy aimed at promoting education among the Scheduled Castes and supplementing efforts in this direction with direct measures of redistribution of surplus land acquired through various land reforms legislation among the Scheduled Castes in rural areas and of providing reservations to them in urban areas has not been satisfactory. The author makes some suggestions in this regard.—*Reproduced.*

SHARMA, M.L. Tribal development: role of coops. Economic Times, 15 Feb. 76, p. 5.

#### SCHOOLS—ADMINISTRATION

CLANCY, PATRICK. School administration: an organizational perspective. Administration, 23(2) Summer 75, p. 156-90.

#### SCIENCE AND STATE

NAGCHAUDHURI, B.D. Indian Science policy in the perspective of world science. India Quarterly, 31(4) Oct.-Dec. 75, p. 371-81.

#### SOCIAL CHANGE

A/RAHMAN, MOHAMMED EL OBIED. On the concept of social change. Sudan Journal of Administration and Development, 9, 74, p. 61-6.

DANDEKAR, KUMUDINI and VAIJAYANTI BHATE. Socio-economic change during three five-year plans. (based on a study of rural communities during 1953-1966). Artha Vijnana, 17(4) Dec. 75, p. 305-453. (Entire issue).

NANDA, A.K. Social change in India. Social Work Forum, 13(2) July 75, p. 11-13.

PAUL, SAMUEL. Using computer technology as instrument of social change. Economic Times, 21 Feb. 76, p. 5.

REDDY, R.N. BYRA. Social change and the instrumentality of the constitution and the laws. Indian Advocate, 15(1-2) Jan.-June 75, p. 28-34.

ZAHEER, M. Communication and change in rural society. Community Development and Panchayati Raj Digest, 7(3) Jan. 76, p. 87-90.

ZAPF, WOLFGANG. Systems of social indicators: current approaches and pro-

blems. International Social Science Journal, 27(3) 75, p. 479-98.

#### SOCIAL POLICY

CHAPMAN, R.J.K. Australian assistance plan: a study of ineffective planning. Australian Journal of Social Issues, 10(4) Nov. 75, p. 283-98.

WILDING, PAUL and VIC GEORGE. Social values and social policy. Journal of Social Policy, 4(4) Oct. 75, p. 373-90.

#### SOCIAL PSYCHOLOGY

GIAN SARUP. Levels of analysis in social psychology and related social sciences. Human Relations, 28(8) Oct. 75, p. 755-69.

SINHA, DURGANAND. Social psychologist's stance in a developing country. Indian Journal of Psychology, 50(2) June 75, p. 91-107.

#### SOCIAL SCIENCES—RESEARCH

SHARMA, B.B.L. Social research at cross roads. Social Work Forum, 13(2) July 75, p. 7-10.

#### SOCIAL SERVICE

MURTY, G.N. Youth and national service scheme. Social Welfare, 22(11) Feb. 76, p. 30-1.

#### SOCIAL SERVICE AGENCIES

JAIN, DEVAKI. Role of voluntary agencies. Times of India, 7 Jan. 76, p. 8; 8 Jan. 76, p. 6.

KRAMER, RALPH M. The organizational character of the voluntary service agency in Israel. Social Service Review, 49(3) Sept. 75, p. 321-43.

#### SOCIAL WORKERS

DANIELS, ARLENE KAPLAN. Room

at the top: contingencies in the voluntary career. *Social Scientist*, 4(6) Feb. 76, p. 41-56.

#### SOCIAL WORKERS

SHERGIL, RAGHU. Problems of village level worker. *Social Welfare*, 22(12) Mar. 76, p. 27-8.

#### SOCIALISM

OLSEVICH, YULI. Efficiency of socialist economy. *Mainstream*, 14(25) 21 Feb. 76, p. 30-4.

RAO, V.K.R.V. A blueprint for democratic socialism. *Capital*, Annual Number 75, p. 45-52.

#### SOCIOLOGY

BIRNBAUM, NORMAN. An end to sociology? *Social Research*, 42(3) Autumn 75, p. 433-66.

#### SUBURBAN DEVELOPMENT

THE SUBURBAN seventies. *Annals of the American Academy of Political and Social Science*, 422, Nov. 75, 151. p. (Entire issue).

#### SUPERVISORS

SAIYADAIN, MIRZA S. (Indian Institute of Management, Ahmedabad). Effect of subordinate's personality on supervisory style. *Indian Journal of Industrial Relations*, 11(2) Oct. 75, p. 161-76.

This study was designed to test the hypothesis that the supervisory behaviour was a function of subordinate's personality. It was first carried out in the laboratory followed by a field study. The scores on authoritarian scale were manipulated to see their effect on supervisory behaviour. Though the HIF subordinates elicited more directive behaviour in the experiment, the field

study results showed that the supervisory behaviour was perceived to be more supportive by HIF subordinates. When supervisors and subordinates elicited supportive behaviour from HIF supervisors while HIF subordinates elicited directive behaviour from LOF supervisors. Field results showed that HIF subordinates perceived their HIF supervisors significantly more supportive than LOF supervisors. The results are interpreted within the framework of the concept of interpersonal reflex.—*Reproduced*.

#### SYSTEM ANALYSIS

PEERY, NEWMAN S., Jr. General systems theory approaches to organizations: some problems in application. *Journal of Management Studies*, 12(3) Oct. 75, p. 266-75.

#### TARIFF

JAYARAMAN, K. Relevance of Tariff Commission and the alternative. *Economic Times*, 1 Mar. 76, p. 5.

Tariff protection as one of the principal tools of economic growth has lost much of its importance in all developing and developed countries. The proposal of the working group of the Administrative Reforms Commission to replace the Tariff Commission by a more broad-based economic commission is examined. The gradual erosion in the role and importance of Tariff Commission is analysed. Study and research on cost-price relationship is required to identify waste and inefficiency at different levels and sectors of industry and suggest quick remedies. The merger of Tariff Commission and the Bureau of Industrial Costs and Prices is recommended.

#### TAXATION

CHOKSHI, C.C. Making tax incentives effective for promoting industrial growth. *Capital*, 176 (4403) 4 Mar. 76, p. 334-5.

### TAXATION, INDIRECT

TOYE, J.F.J. How progressive are Indian consumption taxes? *Economic and Political Weekly*, 11(12) 20 Mar. 76, p. 469-77.

### TEACHERS

GUREVICH, ROBERT. Teachers, rural development and the civil service in Thailand. *Asian Survey*, 15(10) Oct. 75, p. 870-81.

### TECHNICAL ASSISTANCE, INDIAN

RELE, SUBHASH J. Bright scope for Indian joint ventures in Iran. *Capital*, 176(4401) 19 Feb. 76, p. 254-6.

RELE, SUBHASH J. Indian joint ventures abroad: need for pragmatism. *Yojana*, 20(1) 26 Jan. 76, p. 94-5.

—Joint ventures: new opportunities abroad. *Capital*, 176(4405) 18 Mar. 76, p. 392-5.

### TECHNOLOGY

SIKKA, P.K. and R.R. GULATI. (Dept. of Science & Technology, New Delhi). Technology for rural development. *Mainstream*, 14(21-22) Republic Day, p. 35-6.

The aim of technology should be to remove disparities between rural and urban sectors and also to remove the regional imbalances. It should be less capital-intensive but more labour-intensive and should employ local raw-materials. The developed products and new processes should also be used for the maximum use of resources. The education system is to be science-oriented and should impart scientific training and education to the citizens so that they can successfully absorb the imported technology in the system. An effective central communication system is to be established which can maintain the link between the laboratory and the field and

thus remove the wide gap in the implementation programme. The science should give itself a rural bias.

The indigenous technology is to be developed which can provide large employment opportunities; can achieve regional distribution of industry and decrease dependence on imported equipment and scarce raw-materials for construction and production.

### TECHNOLOGY ASSESSMENT

KEATING, WILLIAM THOMAS. Politics, energy, and environment: the role of technology assessment. *American Behavioral Scientist*, 19(1) Sept.-Oct. 75, p. 37-74.

### TECHNOLOGY TRANSFER

PANDEY, KEDAR NATH. Transfer of technology. *Hindustan Times*, 24 Feb. 76, p. 7.

### TELEVISION

POWELL, DAVID E. Television in the USSR. *Public Opinion Quarterly*, 39(3) Fall 75, p. 287-300.

RAIS, ASUTOSH. An insight into SITE. *Democratic World*, 5(5) 1 Feb. 76, p. 3-4.

SINGH, RAGHU NATH and A.V. GODEWAR. 'SITE' in a village: a case study. *Kurukshetra*, 34(11) 1 Mar. 76, p. 11.

SITARAM, K.S. Satellite communication—can it meet India's needs? *Hindu*, 15 Feb. 76, p. 1.

### TOURIST TRADE

AISLABIE, COLIN. "Social" risk-taking and tourism. *Public Finance*, 30(2) 75, p. 251-8.

BROWNRIGG, M. and M.A. GREIG. Differential multipliers for tourism.

Scottish Journal of Political Economy, 22(3) Nov. 75, p. 261-75.

THOMAS, ROSAMUND. Co-ordination of tourist development: an example from French administration. International Review of Administrative Sciences, 41(3) 75, p. 273-80.

#### TRADE AND TECHNICAL SCHOOL—COSTS

RAGHAVAN, K. and LALIT MANOCHA. Educational costs functions—a study of engineering educational institutions in India. Manpower Journal, 11(3) Oct.-Dec. 75, p. 50-87.

#### TRAFFIC

SINGH, K.P. Traffic problem of Kanpur. Civic Affairs, 23(7) Feb. 76, p. 9-13.

#### TRAFFIC—REGULATION

ROY CHOWDHURY, D.P. Traffic signal: an aid to traffic operation. Civic Affairs, 23(6) Jan. 76, p. 41-3.

#### TRAINING

BLAKE, PHILIP J. Memory training: a vital but often neglected training area. Journal of Kenya Institute of Administration, (6) July 75, p. 33-8.

KARIUKI, A.K. Identification of training needs. Journal of the Kenya Institute of Administration, (6) July 75, p. 18-22.

ROBERTS, JEFF and MOIRA STONE. Cost effectiveness: the training officer's lifeline. Personnel Management, 7(9) Sept. 75, p. 27-30.

SALINAS, ALBERTO. Training as a factor of the organizational development process. (Summary in English of original in Spanish. International Review of Administrative Sciences, 41(3) 75, Original p. 265-72, Summary p. v-vi.)

SIEGEL, ARTHUR I. and BRIAN BERGMAN. A job learning approach to performance prediction. Personnel Psychology, 28(3) Autumn 75, p. 325-39.

#### TRAINING—AGRICULTURE

MACAROV, D. and G. FRADKIN. Principles of manpower training for agricultural development: the Israeli experience. Community Development Journal, 10(3) Oct. 75, p. 171-8.

#### TRAINING—COOPERATIVE SOCIETIES

MILAN, WOLFGANG. Modern co-operative staff training: the use of educational technology at the Raiffeisen Academy, Vienna. Review of International Cooperation, 68(5) 75, p. 161-4.

UCKERT, GERHARD. Education and training in the consumer cooperatives of the German Democratic Republic. Review of International Co-operation, 68(5) 75, p. 154-60.

#### TRAINING—EXECUTIVES

BOATENG, GEORGE A. "Management training and development in industry and commerce in Ghana". Greenhill Journal of Administration, 2(1) Apr.-June 75, p. 29-41.

MUKHERJEE, N.C. Management education in the U.K. today. Office Management, Oct.-Dec. 75, p. 8-12.

SCHMUCKLER, EUGENE. Management development : a joint venture. Personnel Journal, 55(1) Jan. 76, p. 30-2.

#### TRAINING—SOCIAL WORKERS

IRINA, C.L. The trainer and social-work training. Journal of Kenya Institute of Administration, (6) July 75, p. 53-6.

#### TRANSPORTATION

THE ADMINISTRATION of transport

policy : emerging problems and patterns. Canadian Public Administration, 18(4) Winter 75, p. 569-668.

Sixth National Seminar proceedings, sponsored by the Institute of Public Administration of Canada, held in Cardigan, Prince Edward Island, at the Brudenell Resort on 11, 12 and 13 June 1975.

BEAGLHOLE, J.H. Malay participation in road transport : a study of public policy and administration in a multi-racial society. New Zealand Journal of Public Administration, 38(1) Sept. 75, p. 39-51.

ROAD development and transportation. Civic Affairs, 23(5) Dec. 75, p. 3-100. (Entire issue).

TYSON, W.J. Economic implications for transport planning of the new grant system. Public Administration (U.K.), 53, Winter 75, p. 347-64.

#### UNEMPLOYMENT

HUGHES, JAMES J. How should we measure unemployment ? British Journal of Industrial Relations, 13(3) Nov. 75, p. 317-33.

SAXENA, P.S. Unemployment and poverty—a great challenge for developing countries. Economic Studies, 16(6) Dec. 75, p. 247-54.

#### UNEMPLOYMENT RELIEF

DHOLAKIA, JITENDRA. Case for special unemployment subsistence fund. Mainstream, 14(24) 14 Feb. 76, p. 32-3.

#### U.K.—ECONOMIC POLICY

STOKES, RICHARD. Ineffective income policies—the great British obsession. Personnel Management, 7(9) Sept. 75, p. 14-17.

#### URBANIZATION

CARROLL, JAMES J. Field research on urbanization and family change in India. Man in India, 55(4) Oct.-Dec. 75, p. 339-54.

GOUDAR, K.M. The Trends of urbanization in India—an analysis. Journal of the Karnatak University—Social Sciences, 11, 75, p. 1-12.

MEHTA, B.C. (Univ. of Rajasthan, Jaipur). Urbanisation in Rajasthan : a study of differential rates of urban growth. Social Action, 26(1) Jan.-Mar. 76, p. 52-65.

Urbanisation has important implications for socio-economic development and population growth. Though recent studies on urbanisation have focused on inter-country and inter-state comparisons, relatively few attempts have been made to examine regional patterns within a state. In this paper, certain hypotheses about the degree and rate of urbanisation have been tested for Rajasthan, one of the more backward states of India, and an attempt is made to explain inter-district differences in urbanisation during the census periods 1951-61 and 1961-71. This study suggests that urbanisation in Rajasthan has been influenced more by natural and historical factors than by economic considerations. Smaller towns grow independently of the cities whereas larger concentrations appear to be deeply affected by proximity to big cities.—*Reproduced.*

MENDIS, M.W.J.G. A review of urbanization trends and the policies and strategies for urban growth in Sri Lanka. Urban and Rural Planning Thought, 17(4) Oct. 74, p. 194-200.

SINGH, SUN德拉 RANI (University of Udaipur, Rajasthan). "Urban Improvement Trust, Udaipur": a study. Quarterly Journal of the Local Self-Government Institute, 45(4-5) Apr.-June & July-Sept. 75, p. 507-17.

This study aims at examining the organisation and working, achievements and public attitudes towards the Urban Improvement Trust, Udaipur, Rajasthan. Although the respondents to the questionnaires generally agreed that the U.I.T. has contributed to the development and formation of the present Udaipur, a majority of them do not consider its working praiseworthy. In their opinion the trust has not fully succeeded to fulfil the objectives it was started with. 'This is', observes the author, 'an unfortunate truth that an institution, which concerns the public so much, does not have good opinion of the public about its working'.

—Reproduced.

STONE, CARL. Urbanization as a source of political disaffection : the Jamaican experience. British Journal of Sociology, 26(4) Dec. 75, p. 448-64.

URBAN development. (Papers and proceedings of the seminar held in Bombay between April 7-10, 1975 on behalf of Indian Council of Social Science Research). Indian Journal of Social Work, 36(3-4) Oct. 75—Jan. 76, p. 223-393, (Entire issue).

VAGALE, L.R. Urbanisation in Africa, Urban and Rural Planning Thought, 17(4) Oct. 74, p. 201-7.

This article is extracted by the Editor, Prof. G.B.K. Rao, from a synopsis of a lecture delivered by the author on "People and planning, focus on Africa" to a meeting of Nigerian Association of Student Planners at Ibadan in January 1974.

#### VETERANS

CANDETH, K.P. Rehabilitation of defence service personnel. U.S.I. Journal, 105(439) Apr.-June 75, p. 174-6.

#### VILLAGE PANCHAYATS

CHAUHAN, BRIJ RAJ and BRIJ BEHARI SWAROOP. Nyaya panchayats

and leadership opportunities in tribal areas of Rajasthan. Eastern Anthropologist, 28(4) Oct.-Dec. 75, p. 359-65.

IYER, HARIPAD R. SUBRAMANIA, (College of Post-Graduate Studies, Gandhigram, Madurai District). Panchayati raj : democratic decentralisation or administrative decentralisation ? Panchayat Aur Insan, 7(9) Dec. 75, p. 7-8, 16.

Democratic decentralisation is the means for achieving the objectives of the community development and Panchayati Raj programmes. There is need for division of powers and responsibilities not only between the union and state governments but also between the state and Panchayati Raj bodies as well. All the rural development and welfare programmes should be transferred to P.R. bodies and sufficient resources should also be assigned or transferred to these bodies.

MOOSAD, P.N. (Rural Institute, Tavanur, malappuram, Kerala). Village panchayats in Kerala. Kurukshetra, 24(8) 16 Jan. 76, p. 13-15.

The unusual size and incomes of village panchayats in Kerala make them viable and efficient units. Statistical data are presented to explain the progress achieved in developmental activities. Though the achievements are laudable, the panchayats have not approached even the limited objectives outlined in the Kerala panchayat Act of 1960.

NARAYANA RAO, K.V. (National Institute of Community Development, Hyderabad). Some aspects of panchayati raj in Rajasthan. Community Development and Panchayati Raj Digest, 7(3) Jan. 76, p. 109-21.

Impressed by the functioning of ad hoc panchayat samitis in Andhra Pradesh, Rajasthan introduced Panchayati Raj in 1959. By that time, panchayats had been already in existence in the different areas

constituting Rajasthan. Some of them had village panchayats from as far back as 1928. A uniform legislation was adopted for all the areas by the Rajasthan Panchayat Act, 1953, one of the salient aspects of which is that the statute has not made any tax obligatory. The Rajasthan Panchayat Samitis and Zila Parishads Act, 1959 introduced the three tier panchayati raj.

As recommended by the Balwantray Mehta Committee, judicial functions, which were till then being performed by the Panchayats, were placed in 'nyaya panchayats' to provide for a speedy and inexpensive system of justice to the villagers. These nyaya panchayats have not functioned satisfactorily and there had been a great demand for their abolition. In 1969 there were about 7400 panchayats, included in 232 panchayat samitis situated in all the 26 districts.

The functions and power of panchayats, panchayat samitis and zila parishads and the problems of recruitment of personnel to these bodies are discussed in the paper in addition to the recommendations of Sadiq Ali and Girdharilal Vyas Committees, which were appointed in 1962 and 1971 respectively to evaluate the functioning of the panchayati raj in Rajasthan.

It is interesting to note that only three fourths of the panchayat samitis, impose some tax or other. A cess on land revenue is imposed in 157 samitis. Those imposing an educational cess, professional tax and tax on fairs were only 26, 78 and 21 respectively. Only 55% of the estimated income from taxes was realised in 1962-63. Of the total expenditure of the panchayat samitis 28.2% is spent on T.A. and D.A. to panchayat samitis members and 14.6% on establishment. Though the term of the panchayati raj bodies is three years, no elections have been held since 1964 to the different tiers of panchayati raj.—Author.

PANCHAYATI RAJ: Kurukshetra, 24(7)

1 Jan. 76, (Entire issue).

*Contents :* 25 years of panchayati raj; Involving people in rural development, by Jagjivan Ram; Panchayat celebrates its silver jubilee, by Shah Nawaz Khan; Panchayats' role in rural electrification, by Siddheswar Prasad; Pivotal role of panchayati raj in 20-point economic programme, by Girdhari Lal Puri; How to make local government effective, by W.J. Reddin; Evolution of P.R. system in Tamil Nadu, by T.V. Vasudevan; Activising the Gram Sabha in villages, by Navin Chandra Joshi; Role of audit in panchayati raj, by L.S. Madhava Rao.

PARAMAHAMSA, V.R.K. (National Institute of Community Development, Hyderabad). Panchayati raj bodies : need for structural changes. Community Development and Panchayati Raj Digest, 7(3) Jan. 76, p. 91-4.

Article 40 of the Constitution of India dealing with the establishment of village panchayats came to be incorporated in it notwithstanding the opposition from no less a person than B.R. Ambedkar, solely because of the insistence of Dr. Rajendra Prasad, supported by Gandhian congressmen like, N.G. Ranga, M. Anantasastryam Ayyengar and K. Santanam.

The presentday weaknesses of panchayati raj are attributed to groupism, casteism and the power of the purse. To eliminate these evils it is suggested that the legislators should be debarred from seeking positions in the panchayati raj bodies so that political power gets decentralized and new leaders other than legislators who would devote their whole time to the betterment of the villages would emerge.

Secondly, it is suggested that the system of electing a presidium for each panchayati raj body comprising the leaders of different factions be introduced and rotate the chairmanship of the body among them so that it would satisfy the

personal vanity or lust for power of the group leaders. It would also help the leaders of rival factions to cooperate in matters affecting the village as a whole. Another virtue of this system would be the disappearance of group rivalries and the promotion of a spirit of spontaneous mutuality and sense of family feeling among the villagers which are the main sources of strength of India's villages. It would also ensure that the levers of power do not any more remain with the leader of the majority group but with the minority groups as well, and thus remove the major irritant in the way of making the panchayati raj bodies as effective instruments of developing our rural areas. Also since, power and position have to be shared with the rival groups in the set-up the mischief of money bags would get deflated and the villagers will not have to strain their loyalties to one or the other factions.—*Author.*

PURI, G.L. Revitalising panchayats for the 20-point programme. *Kurukshetra*, 34(11) 1 Mar. 76, p. 14-15.

PURI, GIRDHARI LAL. Responsible democratic participation at grass roots, pivotal role of panchayati raj in 20-point programme. *Panchayat Aur Insan*, 7(9) Dec. 75, p. 3-6.

The Central Government should appoint a small committee to rapidly scrutinise the panchayat legislation in various states and suggest a model legislation defining the rights and duties of gram sabhas and panchayats. Panchayats should set up autonomous bodies consisting of weaker sections and the women of the society who can supervise the implementation of 20-point programme in villages.

Nyaya panchayats should be revived with necessary changes in their set-up. Decentralisation of power at the block and zila levels will strengthen the development machinery at the grassroot and the greater vigilance which the gram sabha will be able to exercise over the

functioning of village level institutions will necessitate corresponding changes in the government machinery at the state and central levels.

SANYAL, D.K. Rural manpower projects and panchayats. *Panchayat Aur Insan*, 7(9) Dec. 75, p. 12-15.

#### VOCATIONAL EDUCATION

BOGATOV, G. The Development of vocational training in the USSR in response to scientific and technological progress. *International Labour Review*, 112(6) Dec. 75, p. 467-82.

#### VOTING

DENZAU, A.T. and R.P. PARKS. The continuity of majority rule equilibrium. *Econometrica*, 43(5-6) Sept.-Nov. 75, p. 853-66.

MCKELVEY, RICHARD D. Policy related voting and electoral equilibrium. *Econometrica*, 43(5-6) Sept.-Nov. 75, p. 815-43.

QUALTER, TERENCE H. The regulation of the national franchise: a problem in federal politics. *Journal of Commonwealth and Comparative Politics*, 13(1) Mar. 75, p. 65-78.

RICHELSON, JEFFREY. A comparative analysis of social choice functions. *Behavioral Science*, 20(5) Sept. 75, p. 331-7.

#### WAGES

ARNDT, H.W. and R.M. SUNDRUM. Wage problems and policies in Indonesia. *International Labour Review*, 112(5) Nov. 75, p. 369-87.

DESHPANDE, L.K. Comment on the Interim Report on Wage Policy. *Indian Journal of Labour Economics*, 16(4) Jan. 74, p. 350-8.

SWAMY, A.N.N. National wage policy. *Indian Finance*, 97(2) 10 Jan. 76, p. 32-6.

The twin evils of frustration and inefficiency cannot be conquered by the present system of wage structure. An entirely new concept on work, wage and want is presented under which neither the organisation nor the employees are likely to suffer from any economic stagnation. Under the proposed concept, scales of pay and dearness allowance are abolished with annual increments on satisfactory performance during the previous year. Promotion to a new level is proposed for those who have ambition and potential to go up. The concept is illustrated with specific limiting cases of no potential and very high potential.

#### WATER POLLUTION— LEGISLATION

VERMA, PREM. Water pollution law. Hindustan Times, 3 Jan. 76, p. 5.

#### WATER SUPPLY

SURVEYAR. Bombay's water supply and sewerage system: new ventures. Quarterly Journal of the Local Self-Government Institute, 44(2) Oct.-Dec. 74, p. 325-35.

This article is prepared on the basis of the report and the material published by the Bombay Municipal Corporation.

#### WELFARE ECONOMICS

NG, YEW-KWANG. Non-economic activities, indirect externalities, and third-best policy. Kyklos, 28(3) 75, p. 507-25.

#### WOMEN

DE SOUZA, ALFRED. (Indian Social Institute, New Delhi). Women in India: fertility and occupational patterns in a sex-segregated less developed society. Social Action, 26(1) Jan.-Mar. 76, p. 66-79.

While women in India share many

of their disabilities with women in the developed countries, their experience of discrimination is more extensive because of the sex-segregated character of society, the conditions of poverty and the traditional value system. High fertility affects the position of women in several important ways and is largely responsible for their high illiteracy and maternal mortality rate. In spite of over two decades of planned development the structure of employment opportunities for women in the rural areas remains relatively unchanged; in the urban advanced sector, however, sex-typed occupational segregation and sexual inequalities within the labour force have not changed substantially because of increased female participation. The article concludes with a discussion of two approaches to the resolution of the conflict experienced by working wives in reconciling the demands of marriage and career.

—Reproduced.

#### WOMEN—EMPLOYMENT

DHAMJIA, JASLEEN. Handicrafts: a source of employment for women in developing rural economies. International Labour Review, 112(6) Dec. 75, p. 459-65.

#### WOMEN—LEGAL STATUS

BOSE, ANIMA. Women in Gandhi's India. India International Centre Quarterly, 2(4) Oct. 75, p. 280-91.

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PANDEY, R.N. Women: status, employment and wage disparity. Indian Labour Journal, 17(1) Jan. 76, p. 1-18.

ROY, BINA. Status of women—miles to go. Hindu, 4 Jan. 76, p. 1.

ministration, 23(1) Spring 75, p. 1-93.  
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SHAKIR, MOIN. Status of women: Islamic view. Social Scientist, 4(6) Feb. 76, p. 70-5.

SPECIAL number of women. Social Scientist, 4(4-5) Nov.-Dec. 75, 160p.  
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SRIVASTAVA, K.K. and J.N. LAL. Status of women in India. Modern Review, 138(4) Oct. 72, p. 257-64.

WOMEN in Ireland: a special issue for International Women's Year 1975. Ad-

#### WORK MEASUREMENT

GARDINER, RICHARD C. Work measurement with Bayesian backup. Journal of Systems Management, 26(10) Oct. 75, p. 40-3.

#### WORKMEN'S COMPENSATION

SHAH, KRISHNA DAS. Some suggestions for the amendment of Workmen's Compensation Act. Indian Labour Journal, 17(2) Feb. 76, p. 197-202.

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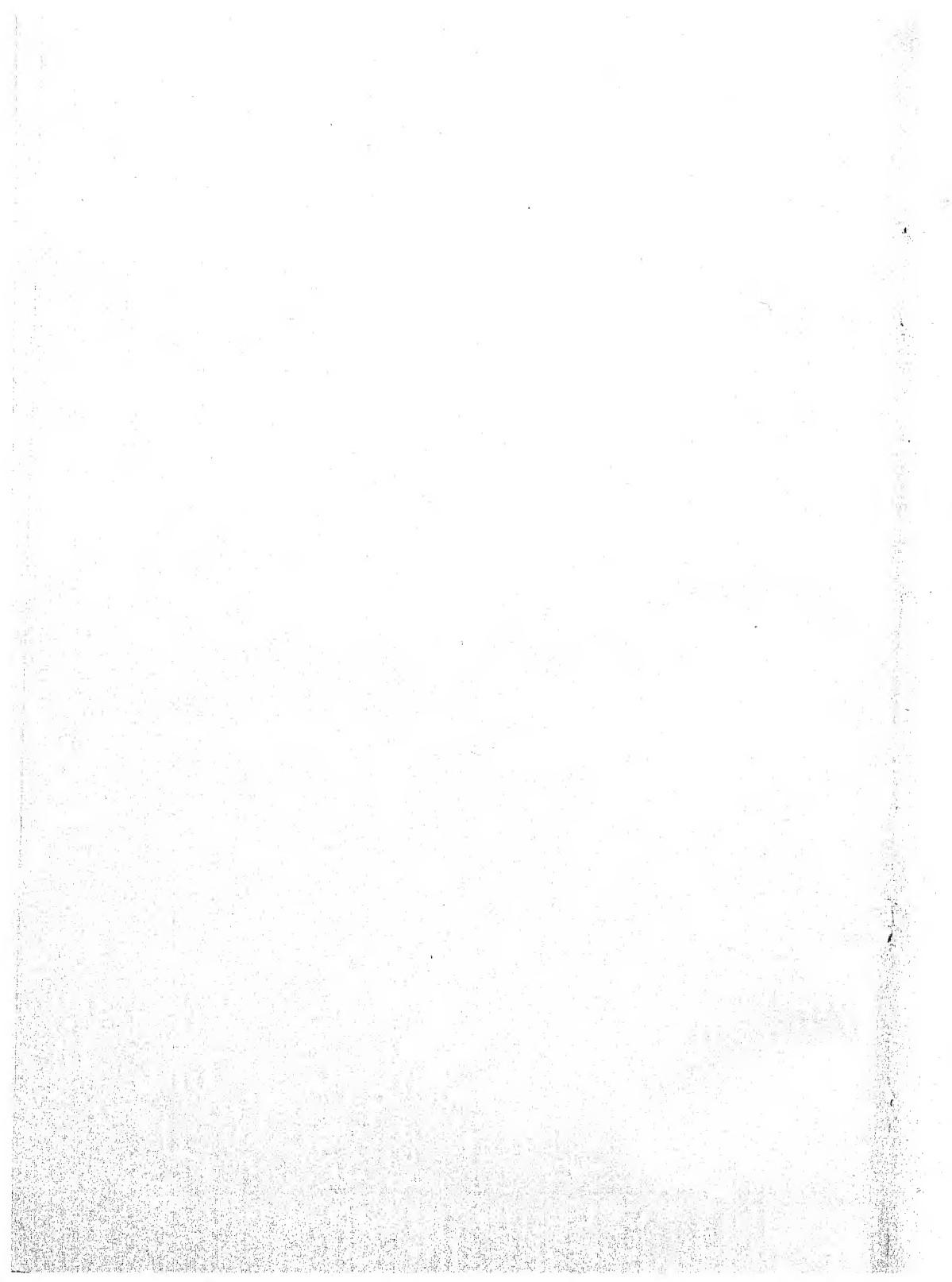
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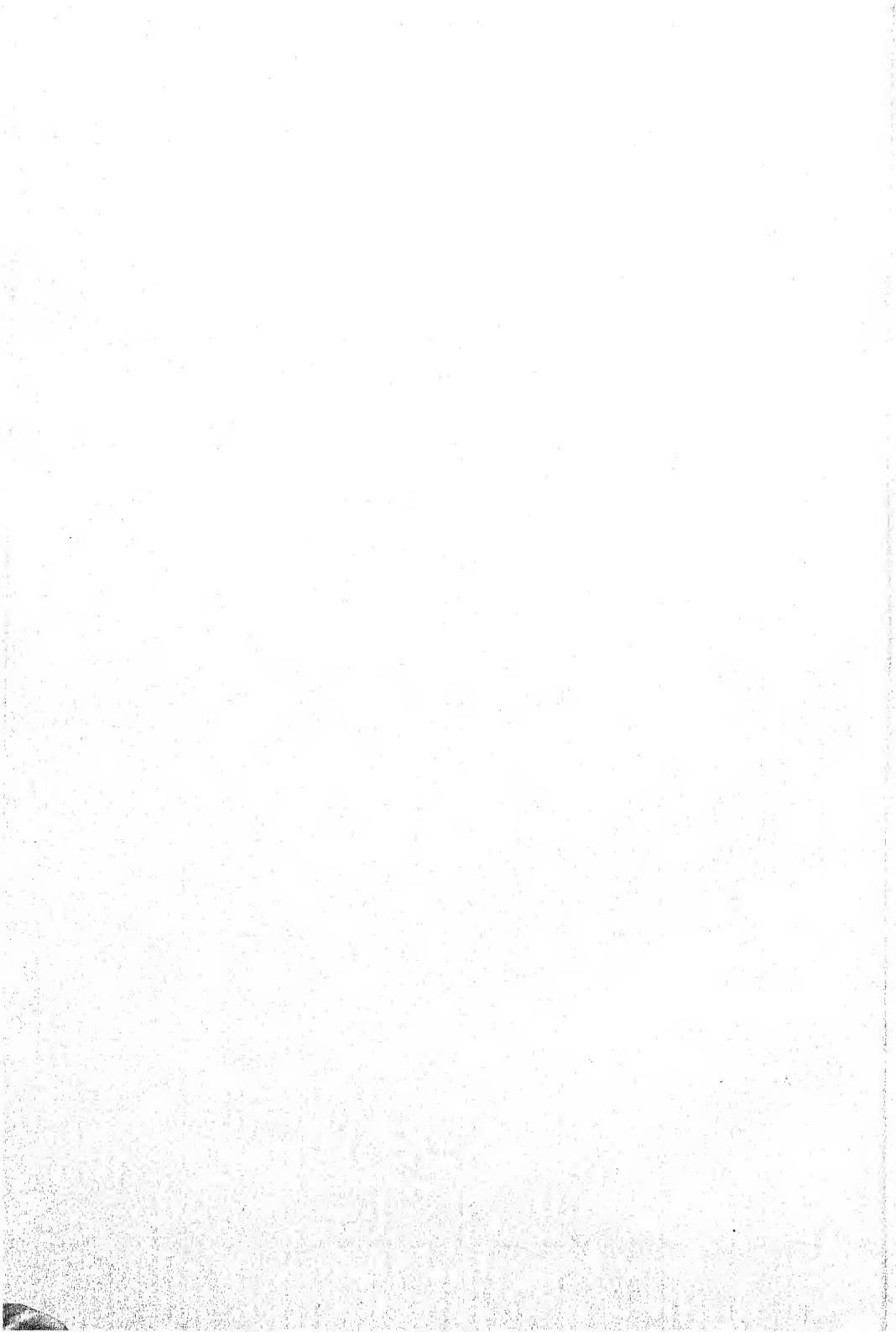
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SETHI, KIRAN K. The role of personnel testing in organization. Productivity, 17(1) Apr.-June 76, p. 67-73.

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SIVALINGAM, G. (Univ. of Malaya, Kuala Lumpur). Problems involved in developing indicators of administrative performance. Indian Journal of Public Administration, 22(1) Jan.-Mar. 76, p. 101-5.

Quantitative indicators have been developed for various sectors of the national economy but it is not an easy task to develop indicators for administrative performance. The problems involved in developing such indicators are analysed. No comprehensive indicator has so far been developed. Even though the problems involved appear to be insurmountable, attempts have been made to develop some partial and proxy indicators which can be classified as macro and micro-indicators. These are briefly described in this article. The indicators, whether representative, candidate, direct, indirect or proxy, are still at an infant stage of development.

### ADMINISTRATIVE REORGANISATION

KATYAL, K.K. How to make rules result-oriented. Hindu, 3 May 76, p. 6.

The business of perfecting governmental administration is eternal. The measures to streamline the administration which are likely to be discussed at the Conference of Chief Secretaries on May 7 and 8 are briefly analysed. The main issues are—delay, corruption, delegation of powers, redress of public grievances and removal of incompetent officials.

NAYAR, KULDIP. Improving government's working. Indian Express, 6 May 76, p. 4.

In spite of the efforts since independence to improve the working of the government, the gains are rather inconsiderable. No improvement in government's functioning is possible unless the employees realize that they are primarily servants of the public. Various measures are proposed which will go a long way to create the atmosphere and environment in which employees may begin to change their attitude and behaviour.

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ORTIZ C., EDUARDO. A few problems of administrative coordination in the international field. (English summary of original in Spanish). International Review of Administrative Sciences, 41(4) 75, Original p. 361-58; Summary p. ii-iv.

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GOPALAN, MUTHUSWAMI and V. KULANDAISWAMY. Current trends in rural indebtedness. Eastern Economist, 66(17) 23 Apr. 76, p. 826-9.

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BANDYOPADHYAYA, NRPENDRA-NATH. Changing form of agricultural enterprise. Mainstream, 14(35) 1 May 76, p. 15-17; 14(36) 8 May 76, p. 17-23.

DIVILA, EMIL and ROCHDI GOULLI. New stage of development in the Czechoslovak agriculture and food industry. Czechoslovak Economic Papers, (16) 76, p. 115-33.

FEDER, ERNEST. McNamara's little green revolution : World Bank scheme for self-liquidation of third world peasantry. Economic and Political Weekly, 11(14) 3 Apr. 76, p. 532-42.

It has now become obvious that the

process of capitalist expansion in third world agricultures, part of which is known by pleasant title 'the green revolution' and which consisted in massive transfers of capital and technology from the industrial nations, particularly the USA, first to the landed oligarchy and subsequently to agriculture-related industries and services, has had disastrous consequences for the rural proletariat, the small-holder and the landless, who make up the overwhelming majority of the rural labour force in the underdeveloped countries.

The direct results of the so-called green revolution have been sharply increased concentration of land ownership, massive dispossession of small-holders, proliferation of landless workers, rural unemployment, poverty, hunger and increase in the domination of the multinational concerns over production and distribution of agricultural products and inputs. The World Bank contributed effectively to these developments through its lending policies.

The widening disparities in income and wealth, however, threatened the very foundations of worldwide capitalism and the continued dependence of the underdeveloped countries on the industrial nations. Something had to be done to counter this trend. The World Bank, therefore, came up in 1973 with a proposal to help the rural poor. McNamara's response to the challenge of the disastrous failure of the much propagandised big green revolution was to propose a little green revolution.

This paper examines the concept of the little green revolution and its consequences for the rural poor in the underdeveloped countries.—*Reproduced.*

GREWAL, S.S. and BALWINDER SINGH. Green revolution : a perspective. Agricultural Situation in India, (30)8 Nov. 75, p. 565-8.

MEHROTRA, S.R. and C.R. BISHNOI. Food grain output in Rajasthan : trend and analysis. Economic Times, 24 Apr. 76, p. 5.

SUDAN, M.L. (Lal Bahadur Shastri National Academy of Administration, Mussoorie). SFDA and MFALA Ambala : some observations. Journal of the Lal Bahadur Shastri National Academy of Administration, 20(4) Winter 75, p. 1269-80.

The Small Farmers' Development Agencies (SFDA) and the Marginal Farmers' and Agricultural Labourers' Agencies (MFALAs) were started in the country during the fourth plan to help the less privileged farmers in deriving the benefits of agricultural development. SFDA and MFALA Ambala were started in 1970 and 1971 respectively. This article is based on the information collected by the author through personal visit to the Ambala Project mainly during early February 1975. As regards the working of the project, the aspects discussed are : main schemes and phasing, budget and overall progress, identification of beneficiaries, registration and governing bodies, and administration.

ZAHEER, M. Human resource for agricultural development. Community Development and Panchayati Raj Digest, 7(4) Apr. 76, p. 129-35.

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DUBHASHI, P.R. (Divisional Commissioner, Belgaum, Karnataka). The agricultural challenges of 1980 : cooperation. *Cooperative Perspective*, 11(1) Apr. 76, p. 7-13.

The achievements and the shortcomings of the cooperative movement in the country and the measures to overcome the defects are analysed. The challenges to agricultural development in 1980s will be : declining per capita availability of land with increase in population, likely increase in the number of small and marginal farmers, increasing technological sophistication and greater possibilities in the development of mixed farming. The cooperatives will require far greater discipline, organisation and management competence to meet these overwhelming challenges.

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Indian agriculture has experienced a significant impact of new technology. It is expected that new technology will create employment for the surplus labour. However, there are conflicting views on the effects of new technology on employment. This paper examines the effects of new farm technology on hired human labour employment in an IADP district—West Godavari. The data for the survey were collected from Stratified Multistage random sample of 400 farmers from the Benchmark and Assessment Surveys of the district conducted in 1967-68 and 1970-71. Arithmetic mean, multiple regression, and correlation analysis were used as analytical tools. The results of the study show that wages and employment of labour have increased significantly from 1967-68 to 1970-71 and new technology has significantly contributed for this increase.—*Reproduced*.

STOUT, B.A. and C.M. DOWNING. Agricultural mechanisation policy. International Labour Review, 113(2) Mar.-Apr. 76, p. 171-87.

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#### ASSOCIATIONS

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VERMA, P.C. Economic potential of Bangladesh. International Studies, 14(4) Oct.-Dec. 75, p. 607-21.

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experimenting with consortium approach. Economic Times, 30 Apr. 76, p. 9.

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SIMHA, S.L.N. New developmental role for banks. Hindu, 7 May 76, p. 8.

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BANERJI, D. Will forcible sterilisation be effective? Economic and Political Weekly, 11(18) 1 May 76, p. 665-8.

BARNABAS, A.P. (Indian Institute of Public Administration, New Delhi). Family planning programme in India : a note on policy and performance. Social Action, 26(2) Apr.-June 76, p. 148-56.

India was the first country to have an official family planning policy to reduce the population growth rate. The clinical emphasis in family planning during the decade 1951-61 was gradually changed in favour of linking family planning to general health and particularly maternal and child welfare services. This note outlines the main trend of policy change in the framework of socio-economic development, and analyses the major social, economic and political factors which have influenced overall performance at the national and state levels.  
—Reproduced.

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CHANDRASEKHAR, A. The population policy. *Indian Express*, 29 Apr. 76, p. 4.

CHANDRASEKHAR, S. States' power to restrict families. *Hindu*, 4 June 76, p. 8.

DAS GUPTA, AMALENDU. Population control : how to make the new policy work. *Statesman*, 12 May 76, p. 4.

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MANMOHAN SINGH. Fiscal strategy of Indian budget for 1976-77. *Indian and Foreign Review*, 13(13) 15 Apr. 76, p. 13-14.

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GUPTA, BHUPESH. Bureaucracy needs 'shock treatment'. *New Age*, 24(23) 6 June 76, p. 7.

HALDIPUR, R.N. (Indian Institute of Public Administration, New Delhi). Bureaucracy's response to new challenges. *Indian Journal of Public Administration*, 22(1) Jan.-Mar. 76, p. 1-14.

No country has started with greater initial difficulties of political, economic and administrative character, as India did after independence. The continuity, stability and survival of democracy in spite of several shocks and upheavals, shows that the bureaucracy has assiduously done its maintenance and remedial tasks. Though lacking in a long-term perspective and flexibility, the bureaucracy has implemented the mandate given to it with hard work and understanding. Had our bureaucracy been formed on the lines of the Gandhian philosophy of non-violent revolution, it would have been attuned to the value-system, the ideals and urges which inspired the freedom struggle. Bureaucracy will have to be forward looking, human in content, and flexible enough to lend stability while moving forward to keep the momentum of change. In this Gandhiji's talisman can serve as a guiding light to the bureaucrat in his day-to-day functioning.

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#### BUSINESS CYCLES

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SAFIER, MICHAEL. The role of professional planners in developing countries. *ITCC Review*, 5(1) Jan. 76, p. 66-7.

SKJELI, STEPHEN S. Urban problems and the theoretical justification of urban planning. *Urban Affairs Quarterly*, 11(3) Mar. 76, p. 323-44.

#### CIVIL LIBERTIES

MATHEW, K.K. Right to property : need for fresh look. *Quarterly Journal of the Local Self-Government Institute*, 46(3) Jan.-Mar. 76, p. 595-613.

#### CIVIL SERVICE

CICCO, JOHN A., Jr. Japan's administrative elite : criteria for membership. *International Review of Administrative Sciences*, 41(4) 75, p. 379-84.

THE FEDERAL personnel crisis. *Bureaucrat*, 4(4) Jan. 76, p. 347-508. (entire issue).

RICH, HARVEY. Career patterns and role conceptions of higher civil servants in Ontario, Canada. *Indian Journal of Public Administration*, 21(4) Oct.-Dec. 75, p. 711-26.

SAVAS, E.S. and SIGMUND G. GINSBURG. The civil service : a meritless system? *Good Government*, 91(4) Winter 74, p. 8-13.

#### CIVIL SERVICE AND LEGISLATORS

JOSHI, R.C. (ICS rtd.). Bureaucrats and politicians : role relationship. *Indian Journal of Public Administration*, 22(1) Jan.-Mar. 76, p. 15-22.

Here is a critical study of the inter-relationship between administrators and politicians at the state and local levels and in public enterprise. The article deals with the handling of power and decision-making by the bureaucrats and politicians and their effectiveness in carrying out policy into action. The article shows how their approaches differ and how the work suffers. It recounts and analyses the uphill task of the administrator in a public enterprise when the controlling politicians do not cooperate in making the enterprise a commercial success. On the other hand the article shows how the administrators have not been effective in the working of land reforms due to their lack of

commitment to social justice and also due to any effective supervision by the political system.

At the state level, the lack of delegation of powers and the tendency of ministers to concentrate all decision-making and discretionary powers in their own hands has drastically restricted the role of administrators in development.

The article makes three important points—the first point is that only expert politicians should be in charge of management of public enterprise. The second point is that bureaucracy cannot implement distributive justice like land reforms without political guidance and mass support. The third point is that the administrators have lost their traditional neutral role in giving advice to ministers and sometimes they have to compromise their professional standards. This limits their effectiveness in implementing policy decisions.

The author suggests that for achieving specific goals, the administrators and politicians have to develop a sense of stake and partnership.—*Author.*

#### CIVIL SERVICE COMMISSIONS

HAMPTON, ROBERT E. A civil service perspective. *Civil Service Journal*, 15(4) Apr.-June 75, p. 28-31.

#### COLLECTIVE BARGAINING

BROUGH, MICHAEL. Collective bargaining for public employees' perspectives and prospects. *Popular Government*, 41(3) Winter 76, p. 24-27, 31, 37.

HORTON, RAYMOND D., DAVID LEWIN and JAMES W. KUHN. Some impacts of collective bargaining on local government : a diversity thesis. *Administration and Society*, 7(4) Feb. 76, p. 497-516.

#### COMMITTEES

DECKER, C. RICHARD and ROSS H.

JOHNSON. How to make committees more effective. *Management Review (U.S.A.)*, 65(2) Feb. 76, p. 34-40.

#### COMMUNISM

CHANGING communism : a symposium on dissent within a dogma. Seminar, (201) May 76, 44p. (Entire issue).

#### COMMUNITY DEVELOPMENT

BHATIA, B.M. Rural development : only way is to involve the people. *Statesman*, 23 Apr. 76, p. 4.

In India, poverty means rural poverty. There is not enough land to absorb all the available labour force in agriculture. Low ceilings on individual holdings and redistribution of land among landless will not solve the problem of rural unemployment. A separate document "Strategy for Integrated Rural Development" was presented this year along with the Central Budget. The main objectives in this strategy document are briefly described. It is suggested that people at the village level whose betterment is sought have to be involved in drawing up development plans for their respective areas and later made responsible for their implementation.

DAVIES, MORTON R. (Univ. of Liverpool). The administrator's roles and relationships in community development programmes : the Indian experience. *International Review of Administrative Sciences*, 41(4) 75, p. 394-400.

In Western countries the public bureaucrat works in an organisational context which is functionally specific and in conditions of relative certainty. However in developing countries the public administrators are required to perform different functions, assume different roles and operate in vastly different circumstances. In underdeveloped areas, the administrator has to play a crucial role in socio-economic development. Because of the

cultural gulf between the planners and the people, the administrator has to function as a channel of communication between them. In developing countries the government is forced to take an active part in economic life. In implementing the schemes the administrator has to secure the active participation of local leadership and also popular participation of people. A community development programme attempts to join the contributions of the leaders and servants of government and the contributions of energized, organised, local village groups. The main aim of the community development project launched in 1948 in Etawah District of Uttar Pradesh was to extend the use of agricultural techniques which would increase yields. This small venture was successful but the performance of national community development programme is not satisfactory. The reasons for the failure are pointed out. Eager and willing participation at grass-roots level can be gained only by a sustained process of education and acculturation to that end.

GAIKWAD, V.R. (Indian Institute of Management, Ahmedabad). Management of rural development programmes : organisational deficiencies and strategies for improvement. *Indian Journal of Public Administration*, 21(4) Oct.-Dec. 75, p. 649-62.

The district administration is a law and order and revenue administration agency for the specific region and also manages the programmes of national resources coming under it. The poor performance of development programmes is not due to the administrative deficiencies only but there are certain structural and organizational deficiencies also which affect the implementation of these plans at different levels. Some possible approaches for certain structural changes are suggested. The awareness for the need for change can be created by introducing administrative and management techniques and suitable training programmes.

JAYARAMAN, K. Techniques of rural growth and relevance of new strategy. *Economic Times*, 12 June 76, p. 5; 19 June 76, p. 5; 26 June 76, p. 5.

LELE, UMA. Designing rural development programs : lessons from past experience in Africa. *Economic Development and Cultural Change*, 24(2) Jan. 76, p. 287-308.

SUBRAMANIAM, C. Strategy for integrated rural development (Document presented with budget proposals). *Socialist India*, 12(18) 3 April 76, p. 13-16; 12(19) 10 April 76, p. 9-10, 24.

#### COMMUNITY PLANNING

TARLOK SINGH. Strategy for development of small Gramdan Communities. *Voluntary Action*, 17(11-12) Nov.-Dec. 75, p. 278-85.

In several of the Gramdan villages studied for this article, some or all the landholders had agreed to vest their lands in the Gram Sabha. This note outlines suggestions for follow-up action. These suggestions flow out of visits the author has made to a number of villages in Madurai District and one village in Ramanathapuram of Tamil Nadu District during November, 1975. The suggestions are based, in large, part, on discussions in the village and with the Sarvodaya workers and reflect much common thinking.

#### COMMUNITY POWER

MEENAGHAN, THOMAS M. Clues to community powers structure. *Social Work*, 21(2) Mar. 76, p. 126-30.

#### COMPUTERS

BARQUIN, RAMON C. On computer software education and personnel in developing countries. *ITCC Review*, 5(1) Jan. 76, p. 11-22.

## CONSTITUTIONAL LAW

SEN-VARMA, S.P. Contradictions and paralogisms in the constitution of India. *Mainstream*, 14(39) 29 May 76, p. 27-33.

## CONSTITUTIONS—AMENDMENTS

DUTTA, AJIT KUMAR. Some thoughts on constituent power of parliament. *Mainstream*, 14(39) 29 May 76, p. 12-14, 26, 34; 14(40) 5 June 76, p. 13-18, 26.

GUPTA, B.S. Social change and constitutional amendments. *Mainstream*, 14(43) 26 June 76, p. 9-10, 34.

KATYAL, K.K. Amendments to the constitution. *Hindu*, 24 Apr. 76, p. 6.

KOGEKAR, S.V. Revision of the constitution. *Economic and Political Weekly*, 11(25) 19 June 76, p. 907-14.

NIGAM, K.K. Swaran Singh Committee report—some comments. *Socialist India*, 12(26) 29 May 76, p. 8-10.

RAMACHANDRAN, V.G. Some thoughts on Swaran Singh panel's report. *Swarajya*, 20(46) 15 May 76, p. 10-11.

SEERVAI, H.M. Basic rights of the citizen. *Times of India*, 26 May 76, p. 8; 27 May 76, p. 8.

SEN, S.C. The constitution : where Swaran Singh Committee failed. *Statesman*, 2 June 76, p. 4.

TARKUNDE, V.M. Swaran Singh Committee report. *Jananta*, 30(2) 16 May 76, p. 16-20.

The issue also contains other write-ups on the Swaran Singh Committee report.

VERGHESE, B.G. AICC panel : reforming the constitution. *Commerce*, 132 (3387) 24 Apr. 76, p. 583, 589.

## CONSULTANTS

THOMLINSON, RALPH. The roles of a resident foreign adviser to a developing country. *International Review of Administrative Sciences*, 41(4) 75, p. 321-4.

## CONSUMER PROTECTION

OLANDER, FOLKE and HAKAN LINDHOFF. Consumer action research : a review of the consumerism literature and suggestions for new directions in research. *Social Science Information*, 14(6) 75, p. 147-84.

## COOPERATIVE SOCIETIES

DAO, MINH NHAT. THE co-operative movement in India. *Annals of Public and Co-operative Economy*, 46(4) Oct.-Dec. 75, p. 357-89.

DHARMATILLEKA, J. Cooperative movement in Sri Lanka. *Cooperative Perspective*, 11(1) Apr. 76, p. 41-4.

GURUSAMY, M.P. Economic development and industrial cooperatives. *Khadi Gramodyog*, 22(8) May 76, p. 351-8.

IQBAL, BADAR ALAM. (Aligarh Muslim Univ., Aligarh). Cooperative movement in fifth plan. *Khadi Gramodyog*, 22(8) May 76, p. 346-50.

Cooperatives have come to stay in the development process of the Indian economy. Especially in the Fifth Five Year Plan, this movement has gained a new impetus. Wiser by the earlier experiences, the hindrances on their path of success should be done away with and every effort should be made to develop them into a people's movement which will serve as an effective balancing force between the public and the private sector.  
—Reproduced.

JEFFREY, H.B. The colonial model facilitating co-operative underdevelopment

in Guyana. Annals of Public and Co-operative Economy, 46(4) Oct.-Dec. 75, p. 417-22.

KRISHNASWAMI, O.R. The relation between the board and the executive in co-operatives. Annals of Public and Co-operative Economy, 46(4) Oct.-Dec. 75, p. 423-9.

NADKARNI, R.V. Changing needs of the cooperative movement in India. Co-operative Perspective, 11(1) Apr. 76, p. 24-35.

#### COOPERATIVE SOCIETIES— LEGISLATION

SHARMA, J.R. Legislation on multi-state cooperative societies. Cooperative Perspective, 11(1) Apr. 76, p. 37-40.

#### CORRUPTION

MUKHERJEE, JATINDRA NATH. Corruption. Modern Review, 132(1) Jan. 76, p. 66-71.

#### COURTS, INDUSTRIAL

VARGHESE, V.G. Regulatory influence of the Supreme Court and the high courts on industrial tribunals. Indian Journal of Social Work, 37(1) Apr. 76, p. 65-71.

#### CREDIT

DUTTA, ASHOKA. Credit information system for banks. Economic Times, 4 May 76, p. 5.

KRISHNA RAO, P.V. Credit planning in India. Mainstream, 14(41) 12 June 76, p. 15-16, 18.

PAL, B.D. The modern moneylender. Democratic World, 5(18) 2 May 76, p. 4-6.

Briefly discusses the Sivaraman Committee's report.

SHETTY, S.L. Deployment of commercial bank and other institutional credit: a note on structural changes. Economic and Political Weekly, 11(19) 8 May 76, p. 696-705.

#### CRIME

SAXENA, N.S. (Min. of Home Affairs, New Delhi.) Main reasons for increase in crime in India in recent years. Indian Journal of Public Administration, 21(4) Oct.-Dec. 75, p. 678-93.

The increased incidence of crime in recent years in India is undeniable. Policemen blame society, economic causes, interference by politicians, easy life in jails, etc., while the public thinks that police is corrupt and inefficient and the courts are lenient. This article pinpoints the important causes: (1) increasing corruption in the police; (2) non-registration of crime, (3) much less attention to investigation, (4) the working of excise department, purely from revenue considerations, (5) a marked deterioration in prosecution, (6) mass withdrawal of criminal cases in a number of states, (7) too liberal bails to confirmed criminals, (8) the presence of a large number of firearms in the hands of bad characters, (9) the failure to build up an efficient, methodical, exhaustive and up-to-date record about crimes and criminals, etc. The author warns that the criminal brotherhood has grown much stronger and much more organised owing to sheer technological advances and unless a simultaneous effort is made on several points crime situation is bound to worsen year by year. He warns against complacency by statistics. The remedy prescribed is unostentatious, plodding, basic grassroot measures.—Author.

#### CRIME—PREVENTION

WRIGHT, MARTIN. The powerful, the weak and the penal policy: the 5th

United Nations Congress on Crime prevention and treatment of offenders, Geneva, 1975. Contemporary Review, 228(1320) Jan. 76, p. 21-8.

#### CRIMINAL JUSTICE, ADMINISTRATION OF

CASSIDY, R. GORDON. A systems approach to planning and evaluation in criminal justice systems. Socio-Economic Planning Sciences, 9(6) Dec. 75, p. 301-12.

ROSSUM, RALPH A. Compliance theory and the criminal process : toward an understanding of interface problems in the criminal justice system. Midwest Review of Public Administration, 9(4) Oct. 75, p. 209-22.

#### CRIMINAL PROCEDURE

SINGHVI, G.C. Prosecution in magistrate's courts : why not engage practising lawyers. Prashasnika, 4(2) Apr.-June 75, p. 24-30.

#### DECISION MAKING

DUBHASHI, P.R (Divisional Commissioner, Belgaum, Karnataka) Expediting decision-making in public administration. Indian Journal of Public Administration, 22(1) Jan.-Mar. 76, p. 23-6.

Quick and timely decision making is indispensable for the success of the administrative effort needed for the implementation of the programmes of economic development. Delayed decisions mean lost opportunities and waste of scarce resources. But quick decisions do not mean hasty decisions. They have to be based on adequate information and analysis. Simplification of procedures, adequate delegation and application of modern techniques like Project Planning and PERT can help quick, timely and well considered decisions. But techniques by themselves are not adequate. The attitudes of personnel would also have

to be reattuned specially in the Secretariats where decisions are often delayed. An officer-oriented system in the Secretariat and hiving of administrative work to autonomous agencies are two other methods by which administrative decisions can be expedited.—*Author.*

#### DEFENCE, NATIONAL

A MILITARY view : selections from our professional thinking on foreign relations and defence : a symposium. Seminar, (202) June 76, 49 p. (Entire issue).

MUKERJEE, DILIP. State of India's defences : need for sustained effort. Times of India, 3 April 76, p. 8.

#### DEFENCE, NATIONAL—COSTS

HERZBERG, FREDERICK I. and EDMUND A. RAFALKO. Efficiency in the military : cutting costs with orthodox job enrichment. Personnel, 52(6) Nov.-Dec. 75, p. 38-48.

#### DEVELOPMENT ADMINISTRATION

PANDYA, HIREN J. (South Gujarat Univ., Surat). Development administration and rural leadership in India. Social Change, 5(3-4) Sept-Dec. 75, p. 10-21.

In India planned development began with the establishment of the "Planning Commission" in 1950 and certain specific functions for its working were set forth. Community Development Programme in 1952 was started as a part of the planned development. The aim was to convert the village population of the country into 'active' communities. In 1956 Balvantray Mehta Committee was appointed to examine the Community Development Programme. It suggested a scheme of democratic decentralisation, known as Panchayati Raj or three-tier system of local administration, which will help to integrate village communities with the national life. Rural leadership has also to hold promise and show potential

to fill the new role requirements. In order to accelerate the process of change and make it self-sustaining, powers are to be decentralised to increase the involvement of rural communities in the efforts towards their mobilisation. Certain suggestions are given which may form part of the make-up of an efficacious rural leadership in the Indian context.

#### DISTRICT ADMINISTRATION

LEITAN, G.R.T. The role of the government agent in Sri Lanka. *Journal of Administration Overseas*, 15(1) Jan. 76, p. 15-25.

SADASIVAN, S.N. (Lal Bahadur Shastri National Academy of Administration, Mussoorie). Political influences on district administration. *Journal of the Lal Bahadur Shastri National Academy of Administration*, 20(4) Winter 75, p. 1227-34.

The advent of self-government has brought about a change in the role of the district administration. The district is an important unit in the organisation of political parties. As champions of the causes of common masses the political parties try to establish a close proximity with the district administration. It is difficult to distinguish between the manifestations of political influences and pressure group activities. Various factors behind the political influences on the district head are pointed out and the purposes for which political pressures are applied on the collectorate are discussed. In a democracy political influence is inescapable. Even the preservation of the doctrines of civil service, namely, neutrality, anonymity and continuity will be helpful to some extent in minimising the political pressures upon the district administration.

#### DOMESTIC RELATIONS

BOOTH, ALAN and JOHN N. EDWARDS. Crowding and family rela-

tions. *American Sociological Review*, 41(2) Apr. 76, p. 308-21.

#### ECONOMIC ASSISTANCE

DE, NITISH R. Human side of foreign aid. *Economic Times*, 10 June 76, p. 5; 11 June 76, p. 5.

#### ECONOMIC DEVELOPMENT

CHASE-DUNN, CHRISTOPHER. The effects of international economic dependence on development and inequality : a cross-national study. *American Sociological Review*, 40(6) Dec. 75, p. 720-38.

FONSECA, A.J. Development strategies for new development criteria. *Social Action*, 26(2) Apr.-June 76, p. 111-23.

GHOSH, BISWANATH. The two gap theory and India's development planning. *Economic Studies*, 16(9) Mar. 76, p. 373-80.

HENSMAN, ROHINI. Capitalist development and underdevelopment : towards a Marxist critique of Samar Amin. *Economic and Political Weekly*, 11(16) 17 Apr. 76, p. 603-8.

HOLSTI, K.J. Underdevelopment and the 'gap' theory of international conflict. *American Political Science Review*, 69(3) Sept. 75, p. 827-39.

JHA, PREM SHANKAR. Strategies for growth. *Times of India*, 3 June 76, p. 8; 4 June 76, p. 8.

JOON-CHIEN, DOH. "People development" : the missing link in development. *Philippine Journal of Public Administration*, 18(4) Oct. 74, p. 303-25.

JOSHI, NAVIN CHANDRA. Projecting Nepal's economic growth. *Artha Vijnana*, 18(1) Mar. 76, p. 82-7.

KOTHARI, RAJNI. Alternative strategies for development. *Indian & Foreign*

Review, 13(14) 1 May 76, p. 18-19; 13(15) 15 May 76, p. 19-21.

NEWALKAR, G.B. Primary task of development. Economic Times, 30 May, 76, p. 5.

REDZEPAGIC, FARUK. General economic growth of developing countries in the twentieth century. Socialist Thought and Practice, 15(12) Dec. 75, p. 56-71.

SRINIVASAN, PADMA. Historical and sociological constraints on the economic development of Africa. Africa Quarterly, 15(4) Jan.-Mar. 76, p. 67-89.

#### ECONOMIC PLANNING

AYODHYA SINGH. A critique of the Fifth Five Year Plan. Khadi Gramodyog, 22(8) May 76, p. 336-45; 22(9) June 76, p. 389-95.

BERNARD, ALAIN. A new evaluation of the rate of actualisation for the French economy. Economics of Planning, 12(3) 72, p. 175-201.

BONSU, G.A.K. The role of local authorities in national development planning and implementation in Ghana. Planning and Administration, 3(1) Spring 76, p. 65-84.

CACHO, C.P. The road to plan implementation. Finance & Development, 12(4) Dec. 75, p. 42-5.

HYDEN, GORAN. Policy-making for development: the Tanzanian case. Africa Quarterly, 15(4) Jan.-Mar. 76, p. 5-24.

JAVERI, PHEROZE J. Oil-rich Saudi Arabia launches an ambitious five year plan. Capital, 176(4409) 15 Apr. 76, p. 598-9.

LIGGINS, DAVID. Monitoring the French medium-term plan. Economics of Planning, 12(3) 72, p. 153-73.

LIGGINS, DAVID. What can we learn from French planning? Lloyds Bank Review, (120) Apr. 76, p. 1-12.

SARMA, I.R.K. Determination of the optimum size and pattern of investment through programming approach: a case study. Margin, 8(1-2) Oct. 75-Jan. 76, p. 32-9.

In this article author has adopted the programming approach in estimating the optimal level of investment and its allocation for securing a specified increase in income and employment in making a perspective plan of economic development for Orissa State in India.

#### ECONOMIC POLICY

MOSLEY, PAUL. Towards a "satisficing" theory of economic policy. Economic Journal, 86(341) Mar. 76, p. 59-72.

#### EDUCATION

ABRAHAM, A.S. Power-sharing in education: Central measures should help the states. Times of India, 7 June 76, p. 8.

DUTT, V.P. Education: challenges and approaches. Quarterly Journal of the Local Self-Government Institute, 46(3) Jan.-Mar. 76, p. 621-7.

NIGAM, K.K. Central control of education. Indian Express, 2 June 76, p. 4.

SINGH, V.B. Education, democracy and social change. Socialist India, 12(23) 8 May 76, p. 21-2; 12(25) 22 May 76, p. 21-2.

This is a revised and enlarged version of a piece written originally for the International Institute for Adult Literacy Methods, Teheran (Iran) before the emergency was declared in India. It was read at the Academicians' Convention.

## EDUCATION AND STATE

NAJJAR, FAUZI M. State and university in Egypt during the period of socialist transformation, 1961-1967. Review of Politics, 38(1) Jan. 76, p. 57-87.

## ELECTIONS

GRAHAM, B.D. Studies on Indian elections : a review article. Journal of Commonwealth & Comparative Politics, 13(2) July 75, p. 193-205.

NEJAD, HASSAN MOHAMMADI. The Iranian parliamentary elections of 1975. Indian Political Science Review, 10(2) July 76, p. 201-15.

SHAH, GHANSHYAM. The 1975 Gujarat assembly elections in India. Asian Survey, 16(3) Mar. 76, p. 270-82.

## ELECTRIC SERVICE RURAL

JAIN, O.P. Rural electrification : achieving industrial gains. Economic Times, 1 May 76, p. 5.

## EMINENT DOMAIN

CARR, JACK and LAWRENCE B. SMITH. Public land banking and the price of land. Land Economics, 51(4) Nov. 75, p. 316-30.

## EMPLOYEES' REPRESENTATION IN MANAGEMENT

MATHEW, K.S. Workers participation in management of cooperative industrial units. Cooperative Perspective, 11(1) Apr. 76, p. 14-23.

NIGAM, RAJ K. New economic programme and the role of workers and management. Indian Finance, 97(16) 17 Apr. 76, p. 348-51.

RAINAS, R.K. and A. SEKHAR. Labour participation scheme. Economic Times, 12 May 76, p. 5.

RATNAM, C.S. VENKATA. Should the workers' sector be given a fair trial ? Capital, 176(4417) 10 June 76, p. 871.

SCHREGLE, JOHANNES. Workers' participation in decisions within undertakings. Management Review, 3(1) 76, p. 38-43.

TANDON, J.K. and J.P. SRIVASTAVA. Workers' sector : a new approach. Eastern Economist, 66(26) 25 June 76, p. 1378-80.

## EMPLOYMENT

GUPTA, ANAND P. How fiscal policy can help employment generation. Economic and Political Weekly, 11(17) 24 Apr. 76, p. 631-6.

This paper aims to review and analyse the recent trends in labour intensity in India, and to explore the possible uses of fiscal policy in promoting higher levels of employment in the country. It is divided into four sections. Section I attempts to give an idea of the magnitude of the employment problem India faces and takes a careful look at the recent trends in labour intensity in the country. Sections II and III attempt to explore the role which fiscal policy can play in promoting a factor-mix and output-mix which is more compatible with fuller employment in India. The final Section draws some conclusions from the preceding analysis.—Reproduced.

INOUE, KEICHI. From labour surplus to labour shortage economy : the case of Japan. International Labour Review, 113 (2) Mar.-Apr. 76, p. 217-25.

NARASIMHAN, V.K. Employment : national priority. India9 Express, 29 June 76, p. 4.

RIFFLET, R. Employment policy prospects in the European communities. International Labour Review, 113(2) Mar.-Apr. 76, p. 139-58.

## ENERGY RESOURCES

DAVAR, G.R. (Rural Electrification Corporation, New Delhi). The Energy crisis and its impact on planning and administration. Indian Journal of Public Administration, 21(4) Oct.-Dec. 75, p. 762-87.

The pace of economic development mainly depends on the availability of energy from electric power, petroleum or coal. The two broad sources are commercial and non-commercial. The author analyses only the commercial sources of the energy under which electric power, oil and lignite come. The impact of power shortage on planning and administration is considered. To ensure growth, administration will have to develop its competency to undertake nuclear project which will supply power to vital sectors. There is a need to formulate a perspective energy plan on realistic lines which will sustain the present and build up for future.

HENDERSON, P.D. India's energy problems. Finance & Development, 12(4) Dec. 75, p. 21-4.

Although its energy problems may have been highlighted in the period following the rise in oil prices, India's difficulties in this field have older origins. The author, who has recently completed a book on the subject, profiles India's energy industries and resources, and suggests ways of tackling problems in this field.—Reproduced.

## ENVIRONMENTAL POLICY

DASTUR, M.N. Resources development, environmental planning and control. Mainstream, 14(40), 5 June 76, p. 19-23, 26; 14(41) 12 June 76, p. 19-22.

## EXCISE TAXES

PENDSE, D.R. Excise rebates on increased production. Economic and political Weekly, 11(15) 10 April 76, p. 567-70.

## EXECUTIVES

RAJ KUMAR, P. RAJA and V. SESHADRI. Value system of the Indian manager. Economic Times, 14 April 76, p. 5; 15 April 76, p. 5.

SETHI, NARENDRA K. The small business administrator—myth and reality. Indian Manager, 7(1) Jan.-Mar. 76, p. 13-40.

## EXECUTIVES—POWERS AND FUNCTIONS

ALDRICH, HOWARD. Resource dependence and interorganizational relations : local employment services and social services sector organizations. Administration and Society, 7(4) Feb. 76, p. 419-53.

PAI, T.A. (Minister of Industry and Civil Supplies). Manager's role in socio-economic transformation. Lok Udyog, 10(1) Apr. 76, p. 17-20.

This is a key note address delivered by the author on 4th March 1976 in New Delhi at the National Management Convention organised by the All India Management Association and the Delhi Management Association. The theme selected for the convention was "Management in the new socio-economic environment". The declaration of emergency in June 1975 has brought about a dramatic change in the country's environment. It has made every citizen conscious of his responsibilities. It is now up to the managers and administrators to channelise this new energy, vigour and determination into constructive and productive activity. The 20-Point Programme is directly oriented towards improving the lot of the common man. The role of managers and administrators in carrying the new programme down to the grassroots is analysed. The managers of enterprises who command vast human and material resources can play a vital role in shaping the future of our country.

## EXPENDITURES, GOVERNMENT

CHESTER, D.N. The public sector—its dimensions and dynamics. National Westminster Bank : Quarterly Review, Feb. 76, p. 31-44.

KIRKPATRIC, C.H. Public expenditure in less developed countries : a cross section study of expenditure on roads. Public Finance, 30(3) 75, p. 386-96.

## FAMINES

AMBIRAJAN, S. Malthusian population theory and Indian famine policy in the nineteenth century. Population Studies, 30(1) Mar. 76, p. 5-14.

DODGE, COLE PATRICK and PAUL D. WEIBE. Famine relief and development in rural Bangladesh. Economic and Political Weekly, 11(22) 29 May 76, p. 809-17.

## FARM INCOME

DAHIYA, L.N. Impact of optimum agricultural land allocation patterns on farm incomes : a case study of transitional agricultural economy. Indian Journal of Agricultural Economics, 31(1) Jan.-Mar. 76, p. 23-39.

JOGINDER SINGH. Determinants of farm income in Punjab. Economic Times, 6 May 76, p. 5.

JOGINDER SINGH. Farm technology and income distribution. Economic Times, 6 April 76, p. 5.

SWENSON, C. GEOFFREY. The distribution of benefits from increased rice production in Thanjavur district, South India. Indian Journal of Agricultural Economics, 31(1) Jan.-Mar. 76, p. 1-12.

## FARM LABOUR

JOHAR, R.S. and O.P. SHARMA. Earnings of farm labour and marginal

farmers : a comparative study. Economic Times, 18 May 76, p. 5; 19 May 76, p. 5.

KARAM SINGH. Labour employment pattern in relation to farm size and level of mechanisation on Punjab farms. Man-power Journal, 11(4) Jan.-Mar. 76, p. 71-84.

## FARM PRODUCE—PRICES

BHATIA, B.M. Buffer stock : one way to stabilize food prices. Statesman, 2 April 76, p. 4.

For the first time since 1971 the Government of India is able to build up a sizable buffer stock this year. The buffer stock should not be viewed as an adjunct of public distribution system. The main aim should be price stabilization. To achieve this, the whole concept of procurement at a fixed price will have to be changed.

CHATTOPADHYAY, P. Agricultural pricing : need to remove anomalies. Capital, 176(4408) 8 Mar. 76, p. 552-6, 571.

Agricultural Prices Commission has recommended minimum prices on standard agricultural products and other varieties are left to the state governments' decisions. Author has suggested to bring the coarse grains also under the purview of the support prices as these are mostly produced by small farmers. In pricing of agricultural products for small farmers, their behaviour, decision-making process, patterns of consumption and marketing, distress selling, power of retention, supplies of inputs at various costs, different products raised during a period and return received for their efforts are to be considered. Small farmers may be given concessions by way of discounts for purchases of their various essential articles. These discounts can be given through public distribution system or through issue of vouchers.

MEARS, LEON A. and TERESA L.

ANDEN. Rice price policy in the philipines. Development Digest, 14(1) Jan. 76, p. 106-12.

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PRASAD, V., R.I. SINGH and VIPIN BEHARI. A study on the pattern of wage payment and earnings of landless agricultural labourers : a case study in Block Bachharawan, District Rai Bareli, U.P. Labour Bulletin, 36(2) Feb. 76, p. 1-5.

### FEDERALISM

SHARMAN, G.C. Federalism and the study of the Australian political system. Australian Journal of Politics and History, 21(3) Dec. 75, p. 11-24.

### FERTILIZER INDUSTRY

BROADWAY, FRANK. Valuable exercise in technology transfer. Hindu, 7 April 76. p. 6.

### FERTILIZERS

NAIR, N.K. Contribution of fertilizer to food production in India : some estimates. Productivity, 17(1) Apr.-June 76, p. 107-25.

### FIELD ORGANISATION

KULKARNI, M.N. (Indian Institute of Management, Ahmedabad). Field organisation—a conceptual framework. Indian Journal of Public Administration, 21(4) Oct.-Dec. 75, p. 628-48.

Studies in India on the structure and functioning of state level organizations like the secretariats, public corporations, autonomous and statutory bodies have been prolific. Field organizations,

in the context of administrative processes, have been more focussed than researched. As a structure of decision making, field organisations have not been analysed nor has a theoretical construct been attempted. More often an 'area' concept has been introduced in the analysis of field organisations, which is inadequate to bring forth the theoretical constructs and conceptual framework. The present note attempts to provide such a framework.

The concept of field organization has been analysed by various authors like Prof James Fesler and R.C. Fried more in the historical perspective than in the management perspective. There is need for evolving conceptual framework which would take account of the administrative structure, technical demands and behaviour of the personnel. The conceptual framework would be suggested in the following hypotheses.

1. The concept of field organization is functionally related to the nature of public. Field organisations operate in an environment of high degree of public participation, confrontation and compromise.
2. Involvement of 'public' is a characteristic feature of field organization.
3. The process of involvement is both vertically and horizontally controlled and influenced by the personnel of field organization.
4. Motivation, morale and behaviour of the field personnel influence the structural patterns of the field units.
5. Commitment, action and execution are the basic requisites in the strategy of field organization.
6. Field organizations oscillate in the vortex of centralisation-decentralisation continuum.

7. Efficiency tests in field organization depend upon both the policy objectives of the organization as well as the behaviour patterns of the field personnel.
8. Organic linkages between various field organizations lead to better co-ordination and control.
9. Organizational effectiveness in field units is structurally and functionally related to the management techniques adopted and practiced—better the management greater the effectiveness.  
—Author.

#### FINANCE DEPARTMENTS

SADOWSKI, ROBERT P. Internal treasury security of public funds. *Governmental Finance*, 4(4) Nov. 75, p. 27-8.

#### FLOOD CONTROL

MATTHEWS, V.S. A systematized flood control plan for Orissa. *Journal of the Lal Bahadur Shastri National Academy of Administration*, 20(4) Winter 75, p. 1215-20.

#### FOOD SUPPLY

BHATIA, B.M. Food production : key role belongs to rice. *Statesman*, 16 June 76, p. 4.

BROWN, LESTER R. and ERIK P. ECKHOLM. Next steps toward global food security. *Aussen Politik*, 27(1) 76, p. 103-17.

KHAN, RAHMATULLAH. The food situation in the Indian Ocean region against the global backdrop. *International Studies*, 14(4) Oct.-Dec. 75, p. 549-62.

RADETZKI, MARIAN. Stock-holding for the stabilization of the world food market. *Skandinaviska Enskilda Banken Quarterly Review*, 4, 75, p. 163-71.

#### FORECASTING—INCOME TAX

SRIVASTAVA, D.K. On forecasting non-corporate income tax revenues in India. *Public Finance*, 30(3) 75, p. 428-44.

#### FOREIGN COMMERCE

CHONA, JAG M. Government transactions in the monetary analysis of income and imports : a case study of India. *Foreign Trade Review*, 10(3) Oct.-Dec. 75, p. 231-51.

KOTHARI, D.C. Role of exports in our economy. *Eastern Economist*, 66(24) 11 June 76, p. 1266-70.

MUKERJEE, DILIP. Exporting for growth : aims of new import policy. *Times of India*, 17 April 76, p. 8.

—20 years of state trading : bigger challenges lie ahead. *Times of India*, 9 June 76, p. 8.

RANGACHARI, K. Export policy : the need for periodical assessments. *Statesman*, 7 May 76, p. 4.

#### FOREIGN OFFICES

SATISH KUMAR. Task at the Foreign Office. *Hindustan Times*, 20 April 76, p. 7.

With a view to improve the performance of the Foreign Office in an increasingly complex environment, its working is examined from two angles, structural and attitudinal.

#### FORESTS

CONWAY, M.J. Administration of forest policy in the environmental age. *New Zealand Journal of Public Administration*, 38(2) Mar. 76, p. 41-8.

#### FUTURISM

JACKSON, MICHAEL. A futures

institute. Public Administration (Australia), 34(4) Dec. 75, p. 294-303.

#### GOVERNMENT, RESISTANCE TO

KELLNER, MENACHEM MARC. Democracy and civil disobedience. World Politics, 37(4) Nov. 75, p. 899-911.

#### GOVERNMENT AND BUSINESS

REDWOOD, JOHN. Government and the nationalised industries. Lloyds Bank Review, (120) Apr. 76, p. 33-46.

THOMAS, P.P. (Kerala Employment Promotion Corporation). Client-centred functions—a study of the Industries Department of Kerala Government, with special reference to small scale industries. Indian Manager, 7(1) Jan.-Mar. 76, p. 69-95.

This article is an analysis of the feedback information furnished by the industrialists of Kerala State on the effectiveness of the services rendered by the Industries Department. In the light of their comments, criticisms and suggestions author has given certain recommendations to reorganise and improve the functioning of the Industries Department.

#### GOVERNMENT ENTERPRISE

CHALAPATHI RAO, G.V. Management of construction projects in public sector. Economic Times, 24 June 76, p. 7; 25 June 76, p. 5; 26 June 76, p. 5.

DUTT, RUDDAR. Performance of public enterprises. Mainstream, 14(33) 17 Apr. 76, p. 15-17, 26.

JACOB, M.M. Specialization, diversification and integration in public sector industries : a case discussion on business strategy. Lok Udyog, 10(1) Apr. 76, p. 35-7.

NIGAM, RAJ K. (Bureau of Public Enterprises, New Delhi) Role of Public

sector in socio-economic transformation. Lok Udyog, 10(1) Apr. 76, p. 13-16.

All over the world state intervention is considered indispensable to redress economic imbalances. Some of the socio-economic objectives which public sector enterprises in India are called upon to fulfil are : (a) to promote self-reliance in strategic sectors of the national economy; (b) to provide infrastructural facilities for promoting a balanced and diversified economic structure in development; (c) to prevent concentration of economic power; (d) to reduce regional imbalances and to increase employment; (e) to generate surplus for reinvestment; and (f) to enforce social control on trade and industry for ensuring equitable distribution of goods and services. The industrial development that has taken place during the past two decades has, to a substantial measure been the result of the entrepreneurial efforts of the state. Public enterprises have a big role to play in achieving the goals laid down in Prime Minister's 20-point economic programme. The process of socio-economic transformation over the last 28 years has been steady and continuous.

PARACER, A.P. Performance of public sector construction companies : suggestions for improvement. Lok Udyog, 10(1) Apr. 76, p. 31-4.

RAMASWAMY, N.S. Public sector perspective in management education. Lok Udyog, 10(1) Apr. 76, p. 9-12.

#### GOVERNMENT ENTERPRISE—ADMINISTRATION

HOOJA, BHUPENDRA (Education Commissioner, Jaipur) Some problems of management in the state sector. Prashasnika, 4(2) Apr.-June 75, p. 1-6.

The state sector is going to play an increasingly more important role in our economy. There are a few distinguishing features in the managerial functions in

the state sector and the private sector. A few aspects of the situation which affect the style of management in the state enterprises are analysed. The aspects are—the phenomenon of adverse publicity, the accountability mechanism, issues of anonymity and commitment, real ownership of public enterprises, necessity of operational autonomy, fixation of objectives, and choosing the ideal organisational form. This article is based on a talk delivered to the probationers at the HCM State Institute of Public Administration, Jaipur.

#### GOVERNMENT ENTERPRISE— FINANCE

CHATTOPADHYAY, P. Financial management in the public sector. *Lok Udyog*, 10(2) May 76, p. 33-7.

Financial management in the public sector in India has remained at a relatively low and non-professional level. Moreover in many undertakings financial management is introduced many years after the project is launched. Financial management and its constituent elements are presented in the form of a chart. The functions of financial management, namely, planning, coordination and control are relevant right from the inception of an enterprise. Modern management techniques should not be introduced without full knowledge of their uses. Uniform prices externally fixed by the government should be progressively done away with, and market mechanism involving demand and supply should have some key part to play in public enterprise pricing policies. Subject to some broad government guidelines the enterprises should be allowed a free hand to operate.

MISHRA, R.K. Self-financing in public enterprises. *Eastern Economist*, 66(19) 7 May 76, p. 1017-19.

The causes for low rate of self-financing in our public sector enterprises

are unfolded and suggestions are offered for the internal generation of larger funds.

#### GOVERNMENT ENTERPRISE— PERSONNEL

TULPULE, BAGARAM. Management and workers in public sector. *Economic and Political Weekly*, 11(22) 29 May 76, p. M-49-58.

#### GOVERNMENT ENTERPRISE— PRICE POLICY

BROWN, GILBERT T. Government product pricing in Korea. *Development Digest*, 14(1) Jan. 76, p. 93-105.

JOSHI, NAVIN CHANDRA (Hastinapur College, Delhi). Pricing in public enterprises. *Management in Government*, 7(3) Oct.-Dec. 75, p. 220-30.

The public sector has not been able to earn the expected rate of return on capital employed. While managerial inefficiency must bear some of the blame, the lion's share rests with the Government's pricing policies. Pricing policies should be integrated with the companies' actual utilised capacity, so that both inescapably become the top management responsibility. The pricing policy should be flexible enough to accommodate the changing competitive needs of the business and should permit a company to achieve a reasonable rate of return at less than hundred per cent operation. It is not desirable to recommend one single formula which may govern the pricing policies of all products under all situations.

#### GOVERNMENT LOANS TO BUSINESS

THOMAS, PHILIP. The health of state financial corporations. *Commerce*, 132(3384) 3 Apr. 76, p. 467-9.

## GOVERNMENT REGULATION OF BUSINESS

BROWN-JOHN, C. LLOYD. Defining regulatory agencies for analytical purposes. *Canadian Public Administration*, 19(1) Spring 76, p. 140-57.

## GOVERNORS

NARSAIAH, PANJALA. Social background of governors in India. *Political Science Review*, 14(3-4) July-Sept. and Oct.-Dec. 75, p. 93-100.

## HEALTH CENTRES

HASHIMOTO, MASAIMI. The health centre in Japan : past, present and future. *NIHAE Bulletin*, 9(1) 76, p. 5-13.

## HEALTH SERVICES

BATLIWALA, SRILATHA. Public health priorities. *Times of India*, 21 June 76, p. 8; 22 June 76, p. 8.

FREIDSON, ELIOT. The development of administrative accountability in health services. *American Behavioral Scientist*, 19(3) Jan.-Feb. 76, p. 286-98.

LAZARENKO, I.A. and A. TIMMAPAYA. A review of the district health administration research project. *NIHAE Bulletin*, 9(1) 76, p. 23-36.

OWEN, DAVID. The NHS and public expenditure. *New Statesman*, 91(2353) 23 Apr. 76, p. 532-4.

This article is a slightly shortened version of a speech delivered by David Owen, the Minister of State for Health in April 1976 to the Association of Health Service Treasurers at Reading University.

## HEALTH SERVICE—FINANCE

McCREADIE, CLAUDINE. Rawlsian justice and the financing of the National

Health Service. *Journal of Social Policy*, 5(2) Apr. 76, p. 113-30.

SANJIVI, K.S. Financing community health programme. *Hindu*, 17 April 76, p. 6.

## HINDUSTAN MACHINE TOOLS

PATIL, S.M. Growth through diversification—HMT's case study. *Integrated Management*, (121) May 76, p. 9-21.

## HOSPITALS

SANKARANARAYANAN, K.C. Bobby Medical College Hospital, (a case study). *Indian Manager*, 7(1) Jan.-Mar. 76, p. 102-7.

## HOURS OF LABOUR

DONAHUE, ROBERT J. Flex time systems in New York. *Public Personnel Management*, 4(4) July-Aug. 75, p. 212-15.

WERTHER, WILLIAM B., Jr. Mini-shifts : an alternative to overtime. *Personnel Journal*, 55(3) Mar. 76, p. 130-3.

## HOUSING

BHATT, MAHESH and V.K. CHAWDA. Housing the poor in Ahmedabad. *Economic and Political Weekly*, 11(19) 8 May 76, p. 706-11.

JHA, GANGADHAR. Unauthorised colonies in Delhi. *Economic Times*, 5 April 76, p. 7.

NALAPAT, M.D. "One lakh houses" scheme. *Economic and Political Weekly*, 11(16) 17 Apr. 76, p. 588-90.

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## HOUSING—FINANCE

CHITRE, KUMUD. Financing of house construction in India. Reserve Bank of India Bulletin, 30(2) Feb. 76, p. 140-59.

## HOUSING—PLANNING

CARMON, NAOMI. Social planning of housing. Journal of Social Policy, 5(1) Jan. 76, p. 49-59.

## INCOME

GATHIAWALA, J.J. Growth of sectoral national income—1951-52 to 1970-71. Economic Times, 31 March 76, p. 5; 1 April 76, p. 5.

## INCOME—DISTRIBUTION

MADDEN, CARL H. A look at U.S. income distribution. Eastern Economist, 66(16) 16 April 76, p. 782-6.

## INDIA—ECONOMIC POLICY

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KRIPA SHANKAR. Twenty points and Indian economy. Mainstream, 14(41) 12 June 76, p. 13-14, 34.

## INDUSTRIAL DEMOCRACY

BAROOAH, N.K. Industrial democracy in West Germany. Eastern Economist, 66(24) 11 June 76, p. 1277-9.

SHACKLETON, J.R. Is workers' self-management the answer? National Westminster Bank Quarterly Review, Feb. 76, p. 45-57.

## INDUSTRIAL DISTRICTS

SINGH, ABHIMANYU. Administration of industrial township. Journal of the Institute of Town Planners, India, (86) June 75, p. 1-7.

## INDUSTRIALIZATION

JAIN, L.C. Integrated industrialisation of non-metropolitan areas. Economic and Political Weekly, 11(22) 29 May 76, p. M-59-69.

## INDUSTRY--LICENCES

VENKATARAMAN, N. Lags in implementation of industrial licences. Margin, 8(1-2) Oct. 75-Jan. 76, p. 40-50.

## INDUSTRY, RURAL

BAWA, D.S. Rural project planning in Rae Bareli. Khadi Gramodyog, 22(7) Apr. 76, p. 314-19.

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## INDUSTRY, RURAL—FINANCE

KARIM, RIYASAT. Institutional finance to khadi and village industries. Khadi Gramodyog, 22(8) May 76, p. 363-6.

## INDUSTRY, SMALL SCALE

NALAPAT, M.D. Small industry : its place in development strategy. Yojana, 20(8) 15 May 76, p. 8-9.

## INFLATION

AKHTAR, M.A. The inflation problem in developing economies : India and the Philippines. Indian Economic Journal, 23(2) Oct.-Dec. 75, p. 144-65.

## INSURANCE, SOCIAL

AL-ZAID, IBRAHIM A. Social insurance in Saudi Arabia. International Social Security Review, 28(3) 75, p. 256-61.

MULOZI, S.L. and M.R. MWENDAPOLE. Measures of social protection

in Zambia. International Social Security Review, 28(3) 75, p. 262-75.

PARK, CHONG KEE. Economic and social changes and their implications for social security in the Republic of Korea. International Social Security Review, 28(3) 75, p. 242-55.

SAIBABA, G. Social security programmes in India. Economic Studies, 16(8) Feb. 76, p. 333-8.

#### INSURANCE, STATE—LEGISLATION

CHAKRABORTI, B.K. Reasons for amendment of the Employees' State Insurance Act, 1948 by the Act 38 of 1975 (the 'Employees' State Insurance Amendment Act, 1948). Survey, 15(4) Oct.-Dec. 75, p. 153-7

#### INTELLECTUAL COOPERATION

INTERNATIONAL exchange of persons: a reassessment. Annals of the American Academy of Political and Social Science, 424, Mar. 76, p. 1-117 (Entire issue).

#### INTERNATIONAL BUSINESS ENTERPRISES

HELLEINER, GERRY. Multinationals : technology and development. Indian Worker, 24(27) 19 Apr. 76, p. 4.

JAYAGOVINDA, A. Report of the Group of Eminent Persons on multinational corporations : an analysis. Indian Journal of International Law, 15(4) Oct.-Dec. 75, p. 521-5.

RANGARAJAN, S. The structure of and legal control over multinational corporations in a mixed economy. Indian Journal of International Law, 15(4) Oct.-Dec. 75, p. 453-84.

#### INTERNATIONAL OFFICIALS AND EMPLOYEES

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summary of original in French). International Review of Administrative Sciences, 41(4) Original p. 385-93; Summary, p. v-vi.

#### INTEREST RATES

ASHAKANT. Effect of ceiling on interest rates. Economic Times, 17 April 76, p. 5.

#### INVESTIGATING COMMISSIONS

HOLMES, JEAN. The public inquiry in Victoria. Public Administration (Australia), 34(4) Dec. 75, p. 313-19.

#### IRRIGATION

AIYER, S. KRISHNA. Minor irrigation in Kerala. Mainstream, 14(36) 8 May 76, p. 15-16, 34.

BHATIA, B.M. Irrigation policy : extending benefits to small farmers. Statesman, 14 May 76, p. 4.

KHANNA, K.C. New irrigation policy: back to big and medium projects. Times of India, 19 April 76, p. 8.

Major and medium irrigation works provide an assured supply of water rights through the year while the tube-wells and tanks do not. The Prime Minister's call to extend the area under major and minor irrigation schemes by five million hectares by the end of the fifth plan marks a decisive shift in policy. So far little attention has been paid to land shaping and levelling. Moreover the loss of water through percolation and evaporation is very high. The danger is that the traditional wasteful practices may continue to hit the target set by the Prime Minister. Though worthwhile guidelines to revise water rates are yet to be evolved, they should cover the cost of maintenance and interest plus capital outlay in a certain number of years.

## JOB ANALYSIS

LEWIS, G.T.E. Job evaluation in local government. Work Study and Management Services, 19(4) Apr. 75, p. 134-7.

## JOB ENLARGEMENT

KING, ALBERT S. Management's ecstasy and disparity over job enrichment. Training and Development Journal, 30(3) Mar. 76, p. 3-8.

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## JOB SATISFACTION

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## JOB SECURITY

YEMIN, EDWARD. Job security : influence of ILO standards and recent trends. International Labour Review, 113(1) Jan.-Feb. 76, p. 17-33.

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NOORANI, A.G. Transfer of high court judges. Economic and Political Weekly, 11(19) 8 May 76, p. 685-8.

## JUDICIAL REVIEW

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## LABOUR

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Labour administration is the outcome of adoption of the policy of collectivism, where the coercive machinery of the state is used to increase the welfare of the society. After independence there was a marked transition from a policy of expediency to a coordinative and positive advance in the labour field. Labour Department was set up to exercise centralised administration and control. In 1947 it was redesignated as the Ministry of Labour. It is the central administrative machinery for laying down labour policy for the country in respect of labour matters and keeps Parliament informed and seeks guidance from it. As its work increased certain new operative agencies were set up.

Main functions of labour administration are enforcement of labour laws, maintenance of harmonious industrial relations, and labour welfare. The major

problem in the development of labour administration is lack of efficient and trained labour administrators. They should possess the requisite background and experience to deal with the various facets of labour administration and should be well-trained and well paid. There is need to create an Indian Labour Service on the pattern of All India Services. The Labour Ministry should be given due importance by the Government that it can successfully formulate and implement the social policy for the economic development of the country.

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#### MANAGEMENT

GHOSH, P.K. and G.S. GUPTA (Dept. of Management Studies, Univ. of Delhi). Management control in urban electricity

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The paper examines the management control systems which prevail in Urban Electricity Undertakings in India on the basis of the framework developed by Robert Anthony and others. The nature of management slack arises from political interference, ad-hocism in promotions, absence of accountability except through Ministerial and/or Municipal control provided for under the administrative rules and loose financial control. The paper highlights and conveys the view that organisational structure and other related variables in urban electricity undertakings in the public sector are not consistent with the system of control and reporting for effective management.

Financial control is exercised with greater intensity in the case of licensee undertakings in view of the financial provisions of the Electricity Supply Act. However, the constraints of these provisions lead to certain situations where financial planning is rendered difficult.—*Authors.*

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#### MOTIVATION

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#### MOTOR CARRIERS—LICENCES

ISHWARI PRASAD. National road licensing. *Hindustan Times*, 24 Apr. 76, p. 7.

#### MOTOR VEHICLES—TAXATION

RAMA RAO, S. An examination of state compensation to Andhra Pradesh municipalities. *Aruna Vijnana*, 18(1) Mar. 76, p. 88-95.

As recommended by the "Motor Vehicles Taxation Enquiry Committee

(1950)" the states were empowered to levy the motor vehicles tax and pay compensation to municipalities in lieu of the loss of income sustained by them to ensure smoothness and uniformity in levy and avoid vexatious nature of local taxing power. This paper deals with Andhra Pradesh State Government's compensation. The first section describes the constituent parts of the compensation and the second one analyses the basis of compensation, examines the stationary compensation in terms of increasing revenue for the State from motor vehicles tax and pleads for a rise in the compensation. The whole issue is summarized in the third and last section.

#### MUNICIPAL BUDGET

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#### MUNICIPAL CORPORATIONS

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#### MUNICIPAL EXPENDITURES

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SIMPSON, C.R. Capital financing in an Ontario municipality. *Local Finance*, 5(1) Feb. 76, p. 3-8.

SINGH, KAMAL DEO NARAIN (Gaya College, Gaya). Financing municipal services : a study of grants-in-aid to municipalities in Bihar. *Quarterly Journal of the local Self-Government Institute*, 15(3) Jan.-Mar. 76, p. 628-39.

This study of municipal finances in Bihar attempts to examine the pattern of grant-in-aid to the municipalities in the state and to find out as to why they have failed to utilize the grants-in-aid extended by the state government, particularly when their finances are in woefully bad shape. The author compares in his study the pattern of grants-in-aid to those prevailing in municipalities in different states of the country. The conclusions that emerge from the study are lack of planned utilisation of grants, large accumulation of unspent balances, and diversion of grants meant for specific purposes to general purposes.—*Reproduced*.

#### MUNICIPAL GOVERNMENT

GLUCK, PETER R. Governance arrangements and governmental performance : the impact of organizational arrangements. *Midwest Review of Public Administration*, 9(4) Oct. 75, p. 173-86.

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LEICHTER, HOWARD M. Politics and policy in two Philippine cities. *Comparative Political Studies*, 8(4) Jan. 76, p. 379-412.

SRINIVASAN, K.V. and G. HAR-GOPAL. (Osmania Univ., Hyderabad). Changing trends of municipal administration in Andhra Pradesh. *Journal of the Lal Bahadur Shastri National Academy of Administration*, 20(4) Winter 75, p. 1281-6.

The authors try to explain the position of municipal authorities in Andhra Pradesh under 1965's Act and the major changes introduced by the 1971 Amendments. Under 1965's Act multiple committee system was abolished and a single Executive Committee was appointed to bring more efficiency in the administration. In 1971 Amendments the Executive Committee is abolished and commissioner has been made overall incharge of the administrative staff of the Municipality. He is placed under the administrative control of the Chairman who is Chief Executive. The trend is towards concentration of power. The changes revolve around the municipal structure and no efforts are made to solve the problems of inadequate finances and state control.

#### MUNICIPAL OFFICIALS AND EMPLOYEES

PANT, NIRANJAN. (A.N.S. Institute of Social Studies, Patna). Status, participation and evaluation of municipal bureaucracy. *Indian Political Science Review*, 10(2) July 76, p. 216-26.

Citizens' evaluation of municipal officials is of great importance for understanding the effectiveness of local-self-government. The article is based on data collected for a larger study during Oct. 73 and March 74 in Kanpur. It aims at examining some special issues pertaining to the relationship between socio-economic status and local political participation and their relationship with the evaluation of the working of municipal bureaucracy. It is found that social status is one of the most important personnel characteristics in local political involvement. Most critical of municipal bureaucracy are from lower stratum with higher political participation. This shows that who are in the lowest rung of the society are the worst sufferers of bureaucratic corruption, favouritism and inefficiency.

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#### NEIGHBOURHOOD PLANNING

MAHADEV, P.D. and K.R. RAO. A model for location of service facilities in a non-western urban environment. Ekistics, 40(240) Nov. 75, p. 328-33.

#### NUTRITION

BUTT, H.W. (Indo-Dutch Project for child Welfare, Hyderabad). Nutrition programmes for children: towards an integrated approach. Social Action, 26(2) Apr.-June 76, p. 157-70.

In general it could be said that existing feeding programmes for children, however carefully planned, have not achieved the broader objectives of nutrition, education and health because of the lack of an integrated approach to the growth needs of mother and child. This article describes an ongoing nutrition programme in rural Andhra Pradesh that integrates nutrition, health and education. The emphasis in this experimental project is on the involvement and participation of village women and children, their education and health, use of locally available foods, and methods of preparation that are in keeping with requirements of health and yet respect the food habits of the people and their cultural patterns of child care.  
—Reproduced.

#### OLD AGE

SENGUPTA, SUJATA BASU. Planning for the aging in India: some determining factors. International Social Work, 19(2) 76, p. 2-5.

#### OMBUDSMAN

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MOHAPATRA, MANINDRA KUMAR. Citizen, urban administrator and "executive ombudsman" in American cities. Nagarlok, 8(1) Jan.-Mar. 76, p. 19-26.

#### ORGANIZATION

OUCHI, WILLIAM G. and MARY ANN MAGUIRE. Organizational control: two functions. Administrative Science Quarterly, 20(4) Dec. 75, p. 559-69.

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WARRIOR, S.K. Psychological and behavioural aspects of overtime and other wasteful work practices. Integrated Management, (119-20) Mar.-Apr. 76, p. 9-16.

WINSBURY, REX. The strange scandal of overtime. Integrated Management, (119-20) Mar.-Apr. 76, p. 33-8, 51.

#### PAKISTAN—ECONOMIC CONDITIONS

BHATIA, B.M. Pakistan's economy : the need to lower the sights. Statesman, 16 April 76, p. 4.

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#### PERSONNEL—RECORDS

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IYENGAR, S.G. and S. UMAPATHY. Why performance appraisals fail. Economic Times, 21 June 76, p. 5.

#### PERSONNEL, PUBLIC—EMPLOYEE RELATIONS

KURUVILLA, P.K. Collective bargaining in the Canadian public service. Philippine Journal of Public Administration, 18(4) Oct. 74, p. 279-96.

#### PERSONNEL, PUBLIC—SEPERATION FROM SERVICE

MOTIWAL O.P. (Minerals and Metals Trading Corporation of India Ltd., New Delhi). Development of legal rights of civil servants in India. Journal of the Indian Law Institute, 17(3) July-Sept. 75, p. 437-45.

During the East India Company's days employees could be removed from service without assigning any reason. The Government assumed unfettered powers under the Government of India Act, 1858 to dismiss any government servant with no remedy against arbitrary action. The provision under the Government resolution of July 27, 1879, that the charges should invariably be reduced in writing, remained a mere assurance on paper. Even the Government of India Act, 1915 did not confer any right on the employees. For the first time certain rights were guaranteed under the Government of India Act, 1919. The provision under Civil Service Rules, Fundamental Rules, Government of India Act, 1935, and the Indian Independence Act, 1947 is briefly described. Article 310 of the Constitution of India provides for tenure of civil servants, and in departmental proceedings, the principles of natural justice have been made applicable. Moreover, judicial review of administrative action has created a fear in the minds of the people who control the reins of administration.

#### PERSONNEL, PUBLIC—SERVICE RATING

GORHAM, WILLIAM A. Selecting employees for upward mobility. Civil Service Journal, 16(2) Oct.-Dec. 75, p. 23-4.

#### PERSONNEL, PUBLIC—UNIONS

HUHNE, CHRISTOPHER. The world of the civil service unions. New Statesman, 91(2359) 4 June 76, p. 738-40.

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## POLICE

BRITT, DAVID W. and CHARLES R. TITTLE. Crime rates and police behavior : a test of two hypotheses. *Social Forces*, 54(2) Dec. 75, p. 441-51.

SINGHVI, G.C. (Dy. I.G. of Police, Udaipur). Central police organisations and the Indian police service cadres. *Journal of the Lal Bahadur Shastri National Academy of Administration*, 20(4) Winter 75, p. 1235-52.

After independence a number of central police organisations came into existence. Most of these are field organisations with functional-cum-territorial jurisdiction mostly extending over the whole country. More and more police officers are coming to the central police organisations on deputation from the states. The shortcomings of deputation system are analysed. As the organisations and their cadres are expanding, a carefully considered personnel policy should be formulated. The organisations should have their own I.P.S. cadres. That will remove their dependence on states for I.P.S. officers on deputation. The organisations perform specialised tasks and so need specialised training for new entrants.

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## POLICE PATROL

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## POLICEWOMEN

BHARDWAJ, ARUNA. (Delhi School of Social Work, Delhi). Police modernisation in India : a study of women police in Delhi. *Indian Journal of Social Work*, 37(1) Apr. 76, p. 39-48.

The new social situations of increase in female deviancy and juvenile crime, and the whole range of social legislation concerning women, children and other underprivileged and weaker sections of society demand an orientation on the part of the police, different from the traditional enforcement role. Properly trained women police have a definite positive role to play in this. The present study of the women officers (ASI level and above) in Delhi is an attempt towards examining their present state. The information in respect of their social background, training, job assignments, working conditions and problems was collected through a mailed questionnaire sent to all of them (51). The information gathered (from 45) was supplemented by author's own observations during informal discussions. The study brought out some facts in respect of their role and problems faced by them that would be of interest to the authorities concerned with this innovated wing of the police organisation.—*Author*.

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MUTHAYYA, B.C. Political efficacy, sense of citizen's duty and perceived leadership attributes of villagers in IADP and Non-IADP districts of Tamil Nadu and Karnataka states. Behavioural Sciences and Community Development, 10(1) Mar. 76, p. 15-26.

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DASGUPTA, AJIT and S. GUHA ROY. Population estimates for Bangladesh : the use of a specific transitional population model. Population Studies, 30(1) Mar. 76, p. 15-33.

DE, NITISH R. In search of a population policy for India. Economic Times, 22 June 76, p. 5.

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#### POSTAL SERVICE

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#### POWER (SOCIAL SCIENCES)

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HAH, CHONG-DO and ROBERT M. LINDQUIST. The 1952 steel seizure revisited : a systematic study in presidential decision-making. Administrative Science Quarterly, 20(4) Dec. 75, p. 587-605.

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SMITH, PETER. The facts about the civic press. Municipal Review, 46(553) Jan. 76, p. 292-3; 46(554) Feb. 76, p. 321-2.

#### PRICES—REGULATION

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#### PRIME MINISTERS—POWERS AND FUNCTIONS

ALDERMAN, R.K. and J.A. CROSS. The Prime minister and the decision to dissolve. Parliamentary Affairs, 18(4) Autumn 75, p. 386-404.

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#### PRIVACY, RIGHT OF

CHAUHAN, D.S. Data surveillance, privacy and public administrators. Indian Administrative & Management Review, 8(1) Jan.-Mar. 76, p. 1-14, 17.

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FANGER, ULRICH. Regionalization and central administration in France. Planning and Administration, 3(1) Spring 76, p. 49-64.

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HARTLE, D.G. Techniques and processes of administration. Canadian Public Administration, 19(1) Spring 76, p. 21-33.

RAMADASS, M. Role of administration in a planned economy. IIPA Bulletin, 2(4) Apr. 76, p. 1-4.

ROCHELEAU, BRUCE. Evaluation, accountability, and responsiveness in administration. Midwest Review of Public Administration, 9(4) Oct. 75, p. 163-72.

#### PUBLIC ADMINISTRATION— STUDY AND TEACHING

ADAMS, DAVID. Teaching public administration : a review article. Public Administration (Australia), 34(4) Dec. 75, p. 331-6.

LIVINGSTONE, A.S. Practical work in public administration study programmes. Journal of Administration Overseas, 15(1) Jan. 76, p. 4-14.

ROBSON, WILLIAM A. The course on public administration in the open university. *Public Administration (U.K.)*, 54, Spring 76, p. 21-30.

#### PUBLIC ASSISTANCE

DORON, ABRAHAM and RALPH M. KRAMER. Ideology, programme and organizational factors in public assistance : the case of Israel. *Journal of Social Policy*, 5(2) Apr. 76, p. 131-49.

#### PUBLIC OPINION

ERIKSON, ROBERT S. The relationship between public opinion and state policy : a new look based on some forgotten data. *American Journal of Political Science*, 20(1) Feb. 76, p. 25-36.

#### PUBLIC POLICY

GRUPP, FRED W., Jr. and ALAN R. RICHARDS. Variations in elite perceptions of American states as referents for public policy making. *American Political Science Review*, 69(3) Sept. 75, p. 850-8.

HALACHMI, ARIE. Using simulations for better policy analysis. *Indian Journal of Public Administration*, 22(1) Jan.-Mar. 76, p. 48-64.

PITFIELD, MICHAEL. The shape of government in the 1980s : techniques and instruments for policy formulation at the federal level. *Canadian Public Administration*, 19(1) Spring 76, p. 8-20.

SCHMIDT, STUART M. and THOMAS A. KOCHAN. An application of a "political economy" approach to effectiveness : employment service—employer exchanges. *Administration and Society*, 7(4) Feb. 76, p. 455-73.

#### PUBLIC RELATIONS—CIVIL SERVICE

THYNNE, IAN S. Permanent heads and the public. *New Zealand Journal of Public Administration*, 38(2) Mar. 76, p. 1-14.

#### PUBLIC RELATIONS—GOVERNMENT ENTERPRISE

AHUJA, S.K. Public relations and public enterprises. *Lok Udyog*, 10(2) May 76, p. 45-7.

#### PUBLIC RELATIONS—POLICE

SYKES, RICHARD E. and JOHN P. CLARK. A theory of deference exchange in police-civilian encounters. *American Journal of Sociology*, 81(3) Nov. 75, p. 584-600.

#### PUBLIC UTILITIES

DATTA, ABHIJIT. (Indian Institute of Public Administration, New Delhi). Public policy for urban utilities. *Nagarlokk*, 8(1) Jan.-Mar. 76, p. 14-18.

The problems arising out of inadequate linkages between urban interests and policy formulation in urban utilities is the main focus of the article. The examples are limited to three specific utility services, *viz.*, water supply, transportation and electricity. The urban interests have been examined from the angles of organisation, pricing and distribution of utilities.

On the organisational side, the situation varies among different utilities. For instance, water supply seems to stay in the municipal sphere, except where bulk supply comes from distant areas outside the municipal limits. Metropolitan transportation needs to be co-ordinated by an area-wide authority, while in the smaller cities privatization of passenger transport could be an alternative to state undertakings. In electricity, there is a need to separate the production and bulk transfer functions from local distribution. Ideally, distribution of electricity could be the responsibility of municipal authorities.

With regard to the pricing policies too, the urban utilities vary a great deal.

In the case of water supply, there is a stickiness with regard to water rates. In city transportation, the losses incurred seem to be more due to managerial inefficiency. This is more pronounced in the case of electricity undertakings operated at the state level.

The distribution of urban utilities is linked up with the availability of other public services in an urban area. There is also the need of subsidizing particular segments of the urban dwellers in respect of basic utility services. Such subsidization could be done effectively only by the state governments, and not by the utility undertakings. Again, due to shortages of supply it might be necessary for the utility undertaking to adopt rationing device. Adequate care needs to be taken to see that at least the essential needs of the community are met first and the services are available to those whose needs are more acute.—*Author.*

#### RAILWAYS

KHOSLA, G.S. Railways' manpower : statistical projections until 1989. Statesman, 27 Apr. 76, p. 6.

#### RAILWAYS—SUBSIDIES

DODGSON, J.S. Rail travel is a middle class game. New Society, 35(700) 4 Mar. 76, p. 478-80.

#### REAL PROPERTY—LEGISLATION

ANTIA, FREDOON P. Operating land ceiling act to Bombay's advantage. Economic Times, 8 May 76, p. 5.

GOPALAKRISHNAN, P.S. The Urban Land (ceiling and regulation) Act, 1976. Chartered Accountant, 24(10) Apr. 76, p. 601-6.

JALAN, SHYAMANAND. The law of the land. Statesman, 5 Apr. 76, p. 6; 6 Apr. 76, p. 6.

#### REGIONAL PLANNING

MATHUR, P.C. (Lal Bahadur Shastri National Academy of Administration, Mussoorie). Planning at the district levels in Dehra Dun : a study in the mechanics of multilevel planning. Journal of the Lal Bahadur Shastri National Academy of Administration, 20(4) Winter 75 p. 1169-85.

Planning exercises have a number of possible dimensions—sectoral, temporal and spatial. Although a district is not an economic unit, for practical reasons it appears to be the most suitable unit for planning at the local level. The U.P. Government has drawn up detailed guidelines for the formulation of district plans. The object of this article is to examine the methodology of planning at the local level as a part of a scheme of multilevel planning. The plan for Dehra Dun District is a part of the Hill Region plan, which in turn is a part of the State plan. The machinery and procedure of planning at Dehra Dun is briefly described and the factors which account for the non-finalisation and non-implementation of district plans are pointed out. A few steps are suggested to improve the district planning exercises.

SAMDANI, GHULAM M. Scope and extent of regional cooperation in urban development and housing. Local Government, 6(10) Oct. 75, p. 5-9.

#### REPRESENTATIVE GOVERNMENT

WIGRAM, ANTHONY. Electoral reform for better government. Contemporary Review, 228(1321) Feb. 76, p. 96-8.

#### RIVERS

VAISHNAV, T.D. Water : a national asset. Mainstream, 14(35) 1 May 76, p. 27-9.

#### RURAL PLANNING

GURUSWAMI, P.A. A case for small

village development agency. Khadi Gramodyog, 22(8) May 76, p. 359-62.

MUKHERJI, P.D. (Lal Bahadur Shastri National Academy of Administration, Mussoorie). Perspective of a total development in a rural area : CADP experiment in West Bengal. Journal of the Lal Bahadur Shastri National Academy of Administration, 20(4) Winter 75, p. 1187-1214.

The West Bengal State Planning Board is experimenting with Comprehensive Area Development Projects (CADP) strategy to usher in total development in the countryside. The potentiality of this CADP strategy and the dimensions of the planning and administrative tasks involved in implementing it are analysed in this article.

OOMMEN, T.K. Approaches to rural reconstruction : Indian experience. Indian and Foreign Review, 13(16), June 76, p. 20-2.

RUTTAN, VERNON W. Integrated rural development programs : a skeptical perspective. International Development Review, 17(4) 75, p. 9-16.

#### RURAL-URBAN MIGRATION

BURKI, SHAHID JAVED. Development of towns : the Pakistan experience. Local Government, 7(2) Feb. 76, p. 5-13.

#### SALARIES

SAALE, SOORYANARAYANA. Efficiency vis-a-vis emoluments. Economic Times, 19 Apr. 76, p. 5.

#### SALES TAX

SARAVANE, M. Tax on value-added for India : issues and alternatives. Reserve Bank of India Bulletin, 30(3) Mar. 76, p. 197-216.

#### SCHEDULED CASTES AND TRIBES

KRISHNAN NAIR, T. Social work to remove social disabilities. Yojana, 20(8) 15 May 76, p. 28-9.

MEHTA, OM. (Minister of State for Home Affairs). Tribal development—the new strategy. Indian Journal of Public Administration, 21(4) Oct.-Dec. 75, p. 617-27.

The development of tribal areas is a special responsibility of the Union Government. Though the achievements over the four plans have been noteworthy there is disparity in the levels of development. In this article the author has analysed the new strategy which aims at the development of the most backward and the weakest groups. A clear distinction is to be made between those tribal communities that live in areas of concentration and those living in dispersed areas. Plans for general infrastructural development in areas of tribal concentration and community based programmes in areas of tribal dispersal are being formulated. The administrative structure in tribal areas is being reviewed, to simplify and bring it within the comprehension of the people. The highest priority is being given to the elimination of exploitation. The tribals are suffering from land alienation, indebtedness and exploitation in marketing. These problems are now being solved under the economic programme announced by the Prime Minister on 1st July last year.

PATHY, JAGNATH. Scheduled tribes : myth and reality. Mainstream, 14(36) 8 May 76, p. 12-14.

SARADAMONI, K. Scheduled castes, land and inequality. Mainstream, 14(43) 26 June 76, p. 21-5.

SHARMA, B.D. (Ministry of Home Affairs). Environmental context and the personnel system—its implications for

tribal areas. Indian Journal of Public Administration, 22(1) Jan.-Mar. 76, p. 27-47.

In administration, 'environment' covers various relationships which man has created for himself. In public administration, the 'personnel system' comes in contact with the individual citizen through individuals who are members of the system itself. The approach towards the personnel system from the environment, involves four inter-connected and inter-dependent stages. They are—time spirit, socio-economic situation, political system and administrative system. The elements of these four stages and interaction processes are analysed. In human situations there are multiple interactions and it is the comparative strength of the various elements that determines the precise course of action in any given situation. A uniform personnel system cannot function equally well in different regions with varying levels of economic development. The personnel system devised for the country as a whole, is largely alien to the local community in the backward tribal regions. In the backward areas the personnel system has to be a catalytic agent for change. The necessary changes in the personnel system and its inner dynamics for the development of the backward areas are pointed out.

SIVANADAN, P. Economic backwardness of harijans in Kerala. Social Scientist, 4(10) May 76, p. 3-28.

#### SCHEDULED CASTES AND TRIBES—RESEARCH

VYAS, N.N. (MLV Tribal Research Institute and Training Centre, Udaipur). Tribal research institutes : a major invention for policy research. Prashasnika, 4(2) Apr.-June. 75, p. 36-40.

Eleven tribal research institutes have been established in the country between 1953 to 1972. Their main function is

research into policy issues of significance in reference to planning for tribal development. The Government of India has directed these institutes to develop under four broad divisions—research, evaluation, training and data bank. The various studies conducted by these institutes have been of inter-disciplinary nature, the main aim being to improve policy making through field studies.

#### SCIENCE AND STATE

BHANEJA, BALWANT and MICHAEL GIBBONS. (Univ. of Manchester, U.K.). Scientific research and accountability : attitudes of the political executive, scientists and civil servants, 1952-70. Indian Journal of Public Administration, 22(1) Jan.-Mar. 76, p. 65-78.

It examines Indian Government's three constituents (Ministers, scientists and civil servants) and their accountability for scientific research affairs during the 1952-70 period. Diverging viewpoints were expressed on institutional responsibility. Scientists emphasised on 'special' nature of their work, whereas administrators argued that job of administering was basically 'generalist'. The Political leadership favoured the scientists, but did not wish for their full autonomy because of the massive public investment required in science and uncertainty of long-term results of research. By the late sixties Government took active part in 'big technology projects' and scientists and technologists were asked to justify their R & D programmes and their impact on national socio-economic development. Administrative Reforms Commission was appointed which recommended professionalisation of the civil service and a wider acceptance of new programme planning and budgeting techniques by those who allocate resources and those who conduct it.

KOLHATKAR, M.R. (Planning Department, Bombay). Administration and

management of research organisations. Indian Journal of Public Administration, 22(1) Jan.-Mar. 76, p. 79-100.

The author first defines the scope of research organisations to exclude universities but on the other hand, to include not only organisations engaged in the research in physical and biological sciences but also social sciences. The strategic role of research organisations in the present society and in the post-industrial societies is noted. The British, American and Soviet models of research organisations are glanced at. It is pointed out that the foundations of scientific research in India were laid prior to independence although scientific research was accelerated with the enunciation of the scientific policy resolution in March, 1958. The coordination arrangements of the scientific institutions in India are reviewed. There is a detailed discussion regarding the 'heroic' school of organisation of scientific research of which atomic energy authority is the leading example. It is pointed out that the arguments of the school although plausible and attractive are neither universally applicable nor conceptually sound. It is emphasised that scientists in research organisations cannot claim unqualified autonomy but they must pass the test of national priorities for which purpose the intervention of administrative and managerial intermediaries between politicians and scientists is necessary. Some detailed aspects of research administration, namely, form of organisations, headship, personnel matters, financial autonomy, utilisation of research results, etc., are examined in this background. The conclusion is that there is need for a more sober assessment of the role and responsibilities of research organisations which are required to be geared to the general objectives of administration, *viz.*, service of people with a sense of commitment.—*Author.*

SINGH, N.P. Science and technology : planning in the states. Yojana, 20(8)

15 May 76, p. 10-15.

WHITE, FREDERICK. CSIR to CSIRO —the events of 1948-1949. Public Administration (Australia), 34(4) Dec. 75, p. 281-93.

ZUTSHI, RAVI K. (Sarabhai International, Baroda). System orientation in planning. Indian Journal of Public Administration, 21(4) Oct-Dec. 75, p. 727-44.

The article bears out that technology is not indispensable to progress nor are the technological advances cost free. Experience from advanced countries informs that technology involves both economies and dis-economies and has, over a period, thrown up problems of pollution, over-consumption, industrial slums and what is worse the dehumanizing industrial environ. Besides, in India, in particular, central planning at the operational level generated such an antithetic climate that instead of a synergistic relationship between the administration and the scientific community, it accentuated a crisis of confidence and responsibility and an atmosphere of benign neglect with the resultant inefficiency and mismanagement. It is imperative, therefore, to re-evaluate the growth of technology and to define and determine national goals consistent with techno-scientific possibilities and social realities. A systemic approach to the process of planning has been proposed which incorporates a schematic model design with its constituents such as feedback, forecasting, technology assessment, etc., detailed to purpose.—*Author.*

#### SLUM CLEARANCE

PATTABHIRAM, M. State governments', apathy to slum clearance. Hindu. 2 June 76, p. 8.

#### SLUMS

JAIN, A.K. (CPWD, New Delhi). Housing for the metropolitan slum dwellers,

case study : Delhi. Civic Affairs, 23(8) Mar. 76, p. 17-24.

Slum is an area characterised by absence of civic amenities. It is an inevitable product of urban development. Delhi has witnessed an unprecedented urban sprawl during the last few decades. Slum situation in Delhi is briefly reviewed and the causes behind it are pointed out. As the problem of slums is a complex of social, economic, physical, financial and administrative aspects, it is necessary to have an integrated approach, through the concept of urban renewal. An outline of the proposed action under Master Plan is presented. A strategy to tackle the problem and to avoid waste of resources on piecemeal development is suggested. This paper was presented by the author at the 24th Annual Town & Country Planning Seminar held at Bombay in December, 1975.

MUKHERJEE, SUDHENDU. (Calcutta Metropolitan Development Authority). Slum improvement in Calcutta. Nagarlok, 8(1) Jan.-Mar. 76, p. 27-45.

An attempt is made to analyse the importance of social factors in urban planning and development with reference to the slum improvement programmes. The interrelationship between slum improvement, primary education, family planning and child care and the social goals of urban development programmes should be crystallised into a synthetic whole. The lack of coordination between intersectoral government programmes is analysed. In addition to slum-improvement programmes, the variety of programmes which can be fruitfully utilised for the benefit of the slum dwellers are briefly described.

#### SMUGGLING

REDAWAY, W.B. and MD. MIZANUR RAHMAN. The scale of smuggling out of Bangladesh. Economic and Political Weekly, 11(23) 5 June 76, p. 843-9.

#### SOCIAL ACTION

GOUDY, WILLIS J. and ROBERT O. RICHARDS. Citizens, bureaucrats and legitimate authority : some unanticipated consequences within the administration of social action programmes. Midwest Review of Public Administration, 8(3) July 74, p. 191-202.

#### SOCIAL CHANGE

KALIA, NARENDRA NATH. Ideology and social change. Political Science Review, 14(3-4) July-Sept. and Oct.-Dec. 75, p. 17-44.

MAMMEN, MAMMEN P. Theory of sociolysis : a theory of social change and political development. Indian Political Science Review, 10(2) July 76, p. 180-9.

#### SOCIAL MOBILITY

KIM, SHIN-BOK. Social mobility and education at different levels of economic development. Korean Journal of Public Administration, 13(2) 75, p. 225-37.

#### SOCIAL POLICY—RESEARCH

RAVEN, JOHN. Social research in modern society. Administration, 23(3) Autumn 75, p. 225-68.

#### SOCIAL SERVICE

BAKER, RON and MARIE D. CAMPBELL. A model for the planning and promotion of change in generic social work. International Social Work, 19(2) 76, p. 23-8.

#### SOCIAL SERVICE AGENCIES

PILISBURY, JOLIE BAIN and KATHY NEWTON NANCE. An evaluation framework for public welfare agencies. Public Welfare, 34(1) Winter 76, p. 47-51.

### SOCIOLOGY, RURAL

BEALER, ROBERT C. Theory and rural sociology. *Rural Sociology*, 40(4) Winter 75, p. 455-77.

SHARMA, K.L. Social stratification in rural Rajasthan. *Political Science Review*, 14(3-4) July-Sept. and Oct.-Dec. 75, p. 45-64.

### SOCIOLOGY, RURAL—RESEARCH

NOLAN, MICHAEL F., ROBERT A. HAGAN and MARY S. HOEKSTRA. Rural sociological research, 1966-1974 : implications for social policy. *Rural Sociology*, 40(4) Winter 75, p. 435-54.

STOKES, C. SHANNON and MICHAEL K. MILLER. A methodological review of research in rural sociology since 1965. *Rural Sociology*, 40(4) Winter 75, p. 411-34.

### SOCIOLOGY, URBAN—RESEARCH

RAMACHANDRAN, P. and B.C. BARAH. Urban research : some methodological problems. *Indian Journal of Social Work*, 37(1) Apr. 76, p. 13-23.

### STATE EXPENDITURES

REDDY, K.N. Inter-state differences in social consumption. *Economic and Political Weekly*, 11(24) 12 June 76, p. 872-9.

In the context of the Fifth Plan's objective of providing a minimum level of social consumption to all areas, the need for knowing the magnitude of differences among the states and the reasons for them cannot be overemphasised. As on March 31, 1972, the inter-state range in per capita expenditures had a ratio of 1 to 3. Several hypotheses are possible. But the mere statement of hypotheses and their theoretical back-drop do not give any credence to the expenditure differentials, unless they are empirically tested. In what follows, an attempt is made to find

out the determinants of expenditure differentials by applying multiple regression analysis. Of the five determinants—per capital income, density of population, and urbanisation, per capita federal aid—and per capita debt services—the last two explain much of the variance in expenditures of 1962 and 1972, respectively. A suitable policy coupled with appropriate federal transfers and debt policy of states may help reduce disparities in social consumption.  
—Reproduced.

### STATE-MUNICIPAL RELATIONS

SASTRY, S.M.Y. (Former Deputy Municipal Commissioner, Bombay). State-local relations : a question of right attitude. *Quarterly Journal of the Local Self-Government Institute*, 46(3) Jan.-Mar. 76, p. 614-20.

The tendency of confrontation that is so often visible between the state government and the local self-government is avoidable by a right attitude and understanding. Historically, the local self-government played a significant part in protecting the rights of the people and introducing the democratic element in the administration than did the state government when it was an alien government and was not responsive to the interests of the people. But now when the states have no more alien governments, their attempt to exercise closer supervision and control over the local bodies at all levels is resented by the latter as excessive interference in their exercise of autonomy. Since now the roles of the two governments have changed there must be change in their respective attitudes to understand each other. A feeling of confrontation must be replaced by a feeling of comradeship.—Reproduced.

### STATISTICS

USLANER, ERIC M. The pitfalls of per capita. *American Journal of Political Science*, 20(1) Feb. 76, p. 125-33.

## SUGGESTION SYSTEMS

REUTER, VINCENT G. A new look at suggestion systems. *Journal of Systems Management*, 27(1) Jan. 76, p. 6-15.

## SYSTEM ANALYSIS

CHEN, GORDON K.C. What is the systems approach? *Interfaces*, 6(1-Part I) Nov. 75, p. 32-7.

## TAXATION

NARAYANA ROW, S.A.L. The Finance Bill, 1976. *Economic Times*, 7 Apr. 76, p. 5; 8 Apr. 76, p. 5.

## TAXATION—INCIDENCE

HUANG, YUKON. Distribution of tax burden in Tanzania. *Economic Journal*, 86(341) Mar. 76, p. 73-86.

## TECHNOLOGICAL FORECASTING

BOWONDER, B. and P.K. ROHATGI. Technological forecasting : applicability, relevance and future crisis analysis in a developing country. *Integrated Management*, (118) Feb. 76, p. 13-17; (119-20) Mar.-Apr. 76, p. 23-32, 50.

## TECHNOLOGY

BHALLA, A.S. Technology and employment : some conclusions. *International Labour Review*, 113(2) Mar.-Apr. 76, p. 189-203.

PARASURAM, T.V. Technology for third world. *Indian Express*, 17 May 76, p. 6.

## TELEVISION

PADGAONKAR, DILEEP. Television in village. *Times of India*, 6 May 76, p. 8; 7 May 76, p. 8; 8 May 76, p. 8.

## TELEVISION IN EDUCATION

CARNOY, MARTIN. The economic

costs and returns to educational television. *Eukistics*, 40(240) Nov. 75, p. 370-84.

## TEXTILE INDUSTRY

SHAH, MANUBHAI. What aids our textile industry ?—an analysis. *Commerce*, 132 (3385) 10 Apr. 76, p. 507-9.

## TRAINING

HOPE, KEMPE R. Guyana's national service programme. *Journal of Administration Overseas*, 15(1) Jan. 76, p. 34-8.

REDDIN, W.J. Effective international training. *New Zealand Journal of Public Administration*, 38(2) Mar. 76, p. 15-29.

SARPONG, KWAME and JAMES R. RAWLS. A study of the transfer of training from developed to less developed countries : the case of Ghana. *Journal of Management Studies*, 13(1) Feb. 76, p. 16-31

## TRAINING—ACCOUNTANTS

MASTRO, ANTHONY J. Governmental financial management training : needs and resources. *Federal Accountant*, 24(4) Dec. 75, p. 17-33.

## TRAINING—COMMUNITY DEVELOPMENT

GAUR, I.N.R. (Lokayukta Sachivalaya, Jaipur). Community development training : the Indian point of view. *International Review of Community Development*, (33-34) Winter 75, p. 235-44.

A brief outline of the evolution of community development training in India, its evaluation and the present set-up is presented and some of the inherent contradictions and problems of such training, which may have some relevance on the global plane are analysed. We have an elaborate infrastructure for the training of community development personnel. The method of initial recruitment along with built-in checks and counter-checks should be so devised as to weed out the

unsuitable ones at the very outset. Short duration courses are necessary to make available a huge number of trained personnel in the shortest possible time, whereas, long period training courses are required to cover the heavy syllabus. Unfortunately, it is not possible in the near future. Measures are suggested to solve the problem of general reluctance of trainees to attend a training course and of experienced workers to join a training centre as instructors. Other problems are the under-utilization of the intake capacity of training institutions and lack of follow-up programmes.

#### TRAINING—INTERVIEWING

LEWIS, CHRIS, NICK EDGERTON and BOB PARKINSON. Interview training—finding the facts and minding the feelings. *Personnel Management*, 8(5) May 76, p. 29-33.

#### TRAINING—PERSONNEL, PUBLIC

CHALOFSKY, NEAL E. and JOSEPH A. CERIO. Professional development program for federal government trainers : a U.S. Civil Service Commission research effort. *Training and Development Journal*, 29(12) Dec. 75, p. 18-20.

EGGER, ROWLAND. Civil servants at mid-career : management training in American universities. *Public Administration* (U.K.), 54, Spring 76, p. 83-98.

GREEN, HAPPY A. Administrative training : some implication of the Udoji Commission report. *Quarterly Journal of Administration*, 19(1) Oct. 75, p. 55-68.

PARKINS, C. RICHARD. (National Advisory Council on Extension and Continuing Education, Washington, D.C.). Training and development : pragmatics and predicaments. *Indian Journal of Public Administration*, 21(4) Oct.-Dec. 75, p. 694-710.

Training helps in bringing out a uniform or standard interpretation of

policies and procedures in a vast and complex administrative system. The author lauds the Institute of Public Administration and Administrative Staff College for providing training to the public officials and civil servants to improve their efficiency and effectiveness of the administrative system to which they belong. It is suggested that a selective training should be given to suit particular administrative needs and requirements. Steps should be taken to encourage a composite staff within training institutions which would blend research and training. Training institutions should be independent from governmental body which will allow them for freer scope of action.

IMPROVING the effectiveness of employee development specialists. (Report of findings of a study conducted by Bureau of Training, U.S. Civil Service Commission). *Training and Development Journal*, 29(12) Dec. 75, p. 21-4, 26.

SPECIAL issue on training. *Journal of the Lal Bahadur Shastri National Academy of Administration*, 22(3) Autumn 75, p. 989-1072.

*Contents* : Address of the Minister Shri Om Metha to probationers at Lal Bahadur Shastri National Academy of Administration, Mussoorie on May 23, 1975; Establishment, objectives and functions of Lal Bahadur Shastri National Academy of Administration, Mussoorie, by Rajeshwar Prasad; An appraisal of the status of training in government with special reference to training of trainers in India, by H.S. Dubey; Management of men and its place in the training of civil servants, by S.M. Diaz; Training for development : some reflections, by V. Jagannadham; A three-tier national scheme for management training, by S.R. Gokhale; Training for development, by A.S. Melkote; Teaching of second language in a multilingual society with special reference to the teaching of Hindi to the administrators, by K.C. Bhatia,

UDOJI, J.O. The implications of the Public Service Review Commission's report for management education and training. *Quarterly Journal of Administration*, 10(1) Oct. 75, p. 5-11.

#### TRAINING—SCHEDULED CASTES AND TRIBES

BOGAERT, MICHAEL V.D. Training tribal entrepreneurs: an experiment in social change. *Voluntary Action*, 17(11-12) Nov.-Dec. 75, p. 294-300.

#### TRAINING—SOCIAL WORKERS

CH'IENT, JAMES, M.N. Does training meet the needs of the profession? *International Social Work*, 19(2) 76, p. 6-11.

#### TRAINING—SUPERVISORS

BYHAM, WILLIAM and JAMES ROBINSON. Interaction modelling: a new concept in supervisory training. *Training and Development Journal*, 39(2) Feb. 76, p. 20-33.

CLAYCOMBE, W.W., J.M. BIRD, Jr., and M.L. BENNETT. An evaluation of supervisory skills to determine training needs. *Personnel Journal*, 55(3) Mar. 76, p. 116-20.

#### UNEMPLOYMENT

PANDEY, S.M. Structure of rural unemployment: a seasonal analysis. *Indian Journal of Industrial Relations*, 11(3) Jan. 76, p. 283-313.

SHARMA, G.D. and M.D. APTE. Graduate unemployment in India. *Economic and Political Weekly*, 11(25) 19 June 76, p. 915-25.

THOMAS, BRENDA and CHRIS MADIGAN. Unemployment and the unemployed—what types of people, what kind of problem? a research note. *Journal of Management Studies*, 13(1) Feb. 76, p. 76-83.

#### URBAN RENEWAL

STEFFEL, R. VLADIMIR. The boundary street estate: an example of urban redevelopment by the London County Council, 1889-1914. *Town Planning Review*, 47(2) Apr. 76, p. 161-73.

#### URBANIZATION

CHANDA, R.N. (Bolt Beranek and Newman Inc., Washington, D.C.). Framework for development of a national urbanization policy for India. *ITCC Review*, 5(1) Jan. 76, p. 56-65.

It is high time that we begin to develop a national urban development policy and strategy before all urban areas degenerate to inhuman living environments. An urbanisation policy has to be established at the national, regional and local levels. The two major factors in deteriorating urban condition are an increase in population and immigration from rural areas. The national urbanisation policy and the rural development policy should be looked at as closely inter-related. Further development of urban areas with a population over ten lakhs should be tightly controlled. The goal should be to have offices and service industries in large urban centres, cottage industries in small cities and villages, and heavy industries in new towns specifically created around them.

COHEN MICHAEL A. and DOUGLAS H. KEARE. A case for reduced sights and increased efforts in urban development in developing countries. *Planning and Administration*, 3(1) Spring 76, p. 7-21.

JOSEPH, V.V. Regulated urban development. *Economic Times*, 15 Apr. 76, p. 5; 16 Apr. 76, p. 5.

In India, the promiscuous urbanisation with excessive density at the centre has raised a number of socio-economic

problems. A well-managed urban development can be a major ingredient of modern socio-economic development. The advantages of the large cities must percolate to medium size cities or intermediate towns. Urbanisation in our country has taken place against the background of static occupational structure. A national human settlement policy is necessary to solve the problem of large-scale migration from villages to cities. Urgent steps must be taken to stop or to reduce the growth of metropolitan cities. This can be done by promoting some towns for intermediate urbanisation. Accelerated but balanced urbanisation can win the national goals of employment and higher per capita income.

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URBANIZATION and urban policy. Nagarlok, 7(4) Oct.-Dec. 75, p. 1-72 (Entire issue).

*Contents :* Urbanization and urban problems in India, by Mohit Bhattacharya; Economic growth of urban areas : the case of Meerut city, by K.V. Sundaram; Planning for urban India, by C.S. Chandrasekhara; Urban housing policy, by J.B. D'Souza; Metropolitan transport policy, by B.G. Fernandes; A note on urban land policy, by Deva Raj; Integrating urban and rural development, by P.N. Sharma; Bibliography on urbanization, by M.K. Narain.

Prof. Bhattacharya takes us through the process of urbanization in the country over the years, particularly the growth of the metropolitan towns. He touches upon the resultant urban poverty which, indeed, is a cruel reality. He agrees that the magnitude of the problem does not yield to any easy solution; gradualism may be inevitable under the circumstances. But the planners and policy makers in the country should come to firm grips with the problems which,

in any case, will not yield to any piecemeal solution.

Shri Sundaram picks up the same theme but concentrates on the variance in the growth pattern of cities in different context and warns against adopting blanket prescriptions. He illustrates the theme by his case study of the Meerut city.

Shri Chandrasekhara peeps into the future and points out the growth and distribution of urban population in India at the turn of the century. He is for arresting the further growth of the metropolitan cities; for this, according to him, it would be necessary to develop new urban centres in proximity to them to serve as counter magnets.

Shri D'Souza and Shri Fernandes take up for consideration the specific problems of housing and transport in urban areas in their two articles 'Urban Housing Policy' and 'Metropolitan Transport Policy', respectively. Shri D'Souza takes the stand that urban population growth is inevitable. Given this, our urban housing shortage can only get worse unless tackled in a far more resourceful and imaginative manner than hitherto. He scares away a few sacred cows in the process, but that is what adds to the value of his article.

Shri Fernandes feels that no single system of mass transport in a metropolitan area can provide for all movements involved but even the existing forms can be made to work with considerable efficiency with proper coordination between the different means at present obtainable. Here again no single prescription for all urban areas will be possible. Each area has its own transport problems and the solutions should be tailored accordingly.

Prof. Deva Raj, in his note on urban land policy, points out that a substantial part of urban land value is generated by the community and that, therefore, an

urban land policy must ensure that the value thus created by the community accrues to the public authority in order to make sure that the available land is used in the best possible way.

In his article on 'Integrating Urban and Rural Development', Shri Sharma has taken up the cause of proper urban development. He points out the lack of consciousness among the State Governments on this matter which, according to him, has resulted in the urban centres not getting their due place in national progress.—*Reproduced from Editorial.*

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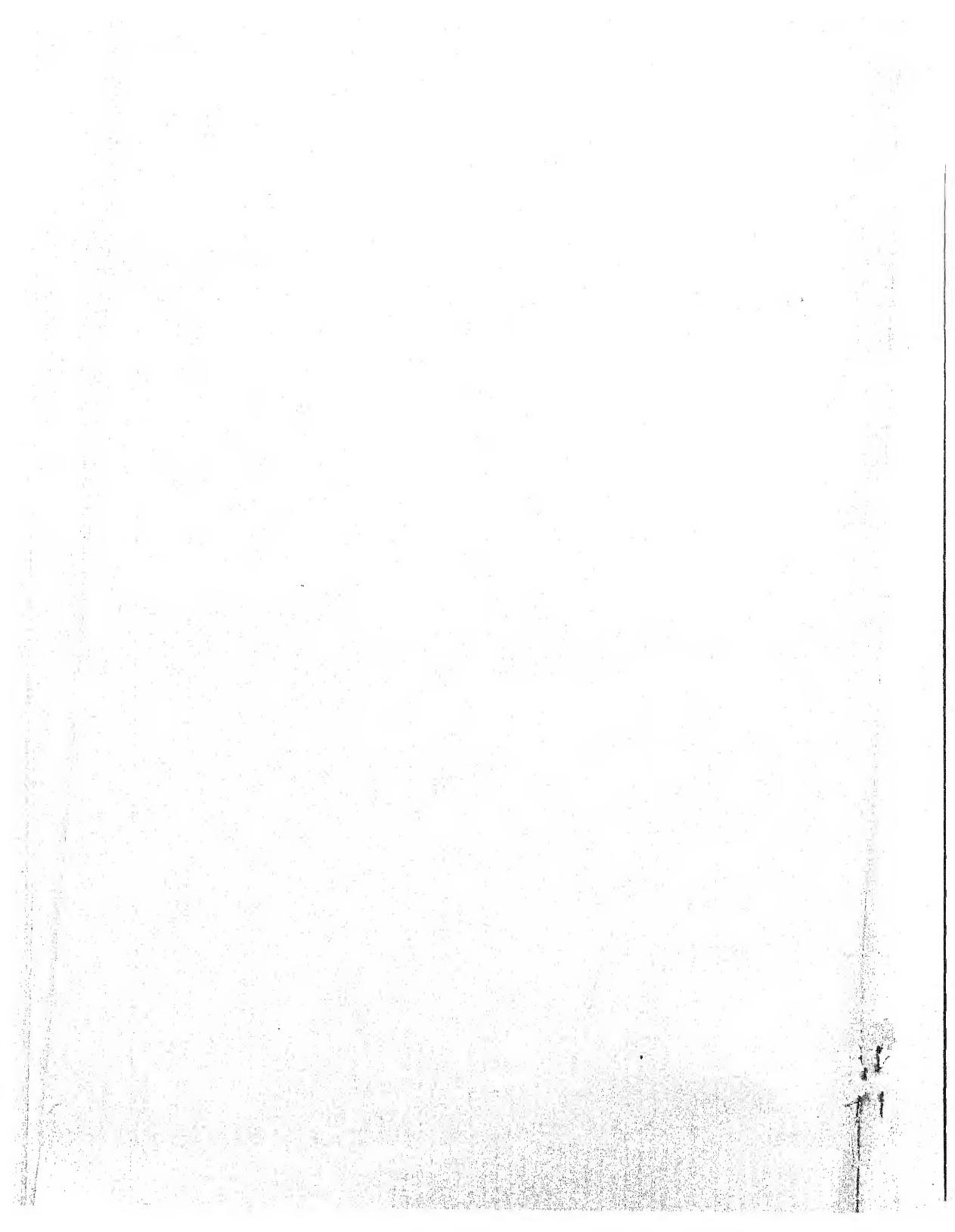
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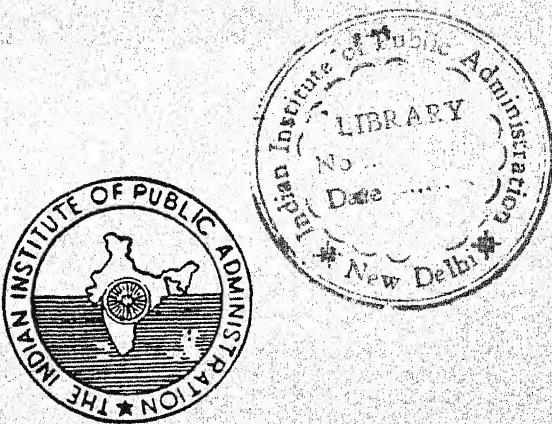


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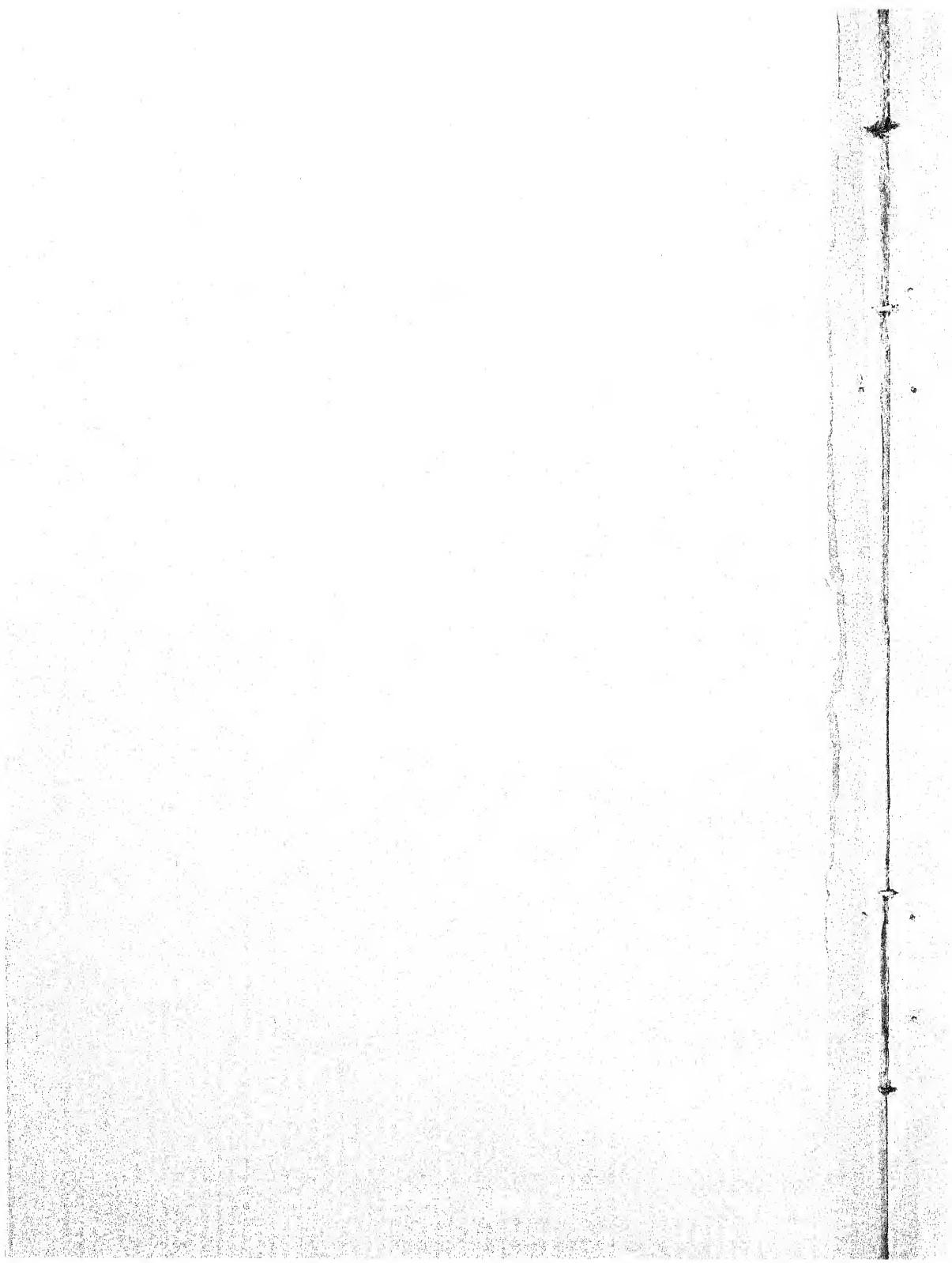
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The central problem of the Indian bureaucracy is its bloated size. The norms of manning—or overmanning—are a legacy of the British raj. The country is saddled with a sprawling bureaucracy which has probably the lowest teeth-to-tail ratio in the world. A few examples are given to give an idea of the scope there is for changing the "bottom-heavy" structure of the administrative hierarchy. Almost all departments are grossly overstuffed at the headquarters and too thinly spread in the field. More and more manpower will be required in the villages to carry out the twenty-point programme. Effective methods can and must be urgently devised to turn the face of the bureaucracy from the cities to the countryside.

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On attaining the rank of Lieutenant Colonel an officer becomes aware of the vast horizon of promotion possibilities for those in the general cadre and the limitations inherent in his own Arm/Service. The author has pointed out the lacuna in the present promotion system and has suggested a broad-based system which will not only remove the existing discriminatory aspects but will also give an adequate

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The Central Family Planning Department in 1973-74 provided funds to National Institute of Health Administration and Education to conduct a diagnostic study to ascertain training needs of district level family planning administrators, according to their actual managerial roles and functions, and the problems and difficulties faced by them. Blake and Mouton grid questionnaire to ascertain managerial style and its elements was mailed to all district family planning officers in India in 1973-74. A brief description of the nature of direction and control, and communications, and the conditions and consequences as a result of the practice of five managerial styles, each one representing a different mix of concern for production on the one hand and people on the other, is given in the Appendix. Evaluation of inservice training courses in management is likely to show a very wide range of impact on individual participants depend-

ing upon their inherent personality, characteristic, and managerial attributes.

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SWAMY, DALIP S. On deficit financing. Indian Economic Review, 10(2) Oct. 75, p.69-86.

#### BUREAUCRACY

FRITZ, DAN. (American University, Washington, D.C.). Bureaucratic commitment in rural India: a psychological application. Asian Survey, 16 (4) Apr. 76, p. 338-54.

In many post-colonial governments large bureaucracies are assigned the task of promoting rural development. The success of development programmes largely depends upon the bureaucrats' commitment to the goals. In this

article the author has discussed the question as to how these commitments are formed. It is based on interview data gathered from bureaucrats charged with implementing India's community development and panchayati raj programmes. Field interviews were conducted in 1970-71 with 23 Block Development Officers (BDOs) in Karnataka (formerly Mysore), who were posted in 13 of the state's 19 districts. Although bureaucrats' backgrounds offered some explanation of why some of them were committed to development goals and others were not, concepts drawn from Abraham Maslow's motivational theory were found to be more useful. According to Maslow's theory there are five clusters of needs which motivate human beings—physiological, safety or security, affection and belongingness, esteem, and self-actualization. Programmatically committed BDOs were found to be primarily interested in, and emotionally committed to, the achievement of social, economic, and political development goals. On the other hand, those BDOs who lacked programmatic commitments were oriented toward satisfaction of personal needs.

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STRUYK, RAYMOND J. Empirical foundations for modelling urban industrial location. *Journal of the American Institute of Planners*, 42(2) Apr. 76, p. 165-73.

#### CITY COUNCILS

MURTI, V.S. (Nagpur University). Role of state directorate of municipal councils in Maharashtra. *Quarterly Journal of the Local Self-Government Institute*, 46(4) Apr.-June 76, p. 685-93.

In this article Prof. Murti discusses the role of the state directorate of municipal administration in Maharashtra in stabilising the relationship between the president and chief officer. This is all the more becoming important after the amendment of the Maharashtra Municipalities Act, 1965 which provides for the direct election of president of the municipal council. Under the Act the director and the collector are given concurrent powers to control the municipal councils. At present both

belong to the same service, but a generation gap comes in the way of harmony. The collector is junior to the director and hence both may not look at the issue in the same way. If the director is a specialist, and the collector continues to be generalist the scope for divergence is quite wide. If both do not look at the problem in the same way, it may lead to tension which will have their impact on the chief officer and the president. The author, therefore, suggests for the establishment of a convention according to which the collector may not exercise his powers and will leave everything to the director. The collector may do anything only at the instance of the director.—*Reproduced.*

#### CITY PLANNING

CHATTERJEE, MONIDEEP. Calcutta 2001 A.D.—the challenge of the fringe. *Statesman*, 24 July 76, p. 6.

GARNER, J.F. Public participation in planning. *Local Government Chronicle*, (5692) 30 Apr. 76, p. 398-400.

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#### CITY PLANNING—STUDY AND TEACHING

FALUDI, ANDREAS. Sociology in planning education. *Urban Studies*, 13(2) June 76, p. 121-32.

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*Journal of Constitutional and Parliamentary Studies*, 9(3) July-Sept. 75, p. 361-5.

#### CIVIL LIBERTIES

MILLER, ARTHUR S.A Bill of Rights to protect our liberties? *Political Quarterly*, 47(2) Apr.-June 76, p. 137-48.

MOWER, A. GLENN, Jr. Human rights in Western Europe: progress and problems. *International Affairs*, 52(2) Apr. 76, p. 235-51.

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#### CIVIL SERVICE

ABERBACH, JOEL D. and BERT A. ROCKMAN. Clashing beliefs within the executive branch: the Nixon administration bureaucracy. *American Political Science Review*, 70(2) June 76, p. 456-68.

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The governmental policies and programmes today place special emphasis on promoting representation of the underprivileged classes not only in the working of political institutions but also in the management of administrative affairs. This paper attempts to examine the efforts of the Indian government to make the higher civil service a more representative administrative institution. More specifically the study is designed to evaluate the outcome of policies and programmes designed by the federal government to improve the performance of underprivileged class candidates competing for the IAS, and, thereby, to broaden the social-class composition of the higher civil service. Representation of underprivileged classes in the higher civil service shows an increasing trend but the rate of progress is slow. In the post-entry

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In India the Community Development Programme launched in 1952 on a pilot basis covered the entire country by 1964. The programme was commenced with great zeal and enthusiasm but as there was no sustained attempt at involving the people and obtaining their participation in the development process the programme was a total failure. The programme is evaluated under the following headings: the involvement of people; contributions by the people; the rural works programme; neglect of non-contributing areas; what sections of the village participated; people's participation in the panchayats; the opinion of the people; the actual functioning of the panchayat; agricultural development; the role of education in the panchayat; social education; the literacy programme; the cultural programme; the agricultural bias; and the social education organizer. The community development programme was not conceived and utilized as a strategy. At best it was a task oriented departmental programme. The failure of the stupendous programme is directly attributed to one factor of not immersing the participants in the development process of education within development programmes. Many other minor reasons can be given such as unskilled staff, the lack of training, the lack of clear political perspectives, insufficient decentralization, lack of

coordination, lack of communication, etc.

KAWATRA, KULDIP. Integrated rural development. Economic Times, 23 July 76, p. 5

A prosperous agricultural front is crucial because of its strong influence on the levels of activity in other parts of economy. An integrated and coordinated approach to the village can be the only answer to the formidable task of economic development. The fact that the document entitled "strategy for integrated rural development" was issued as part of the budget documents is indicative of the great importance which the government attaches to this new strategy to tackle the twin problems of agricultural growth and rural poverty. The main stress in the scheme is on employment, labour and physical resources. Schemes to ensure community participation and rural involvement should be immediately started. Anomalies in agricultural pricing should be removed to ensure a fair price to growers. A para-industrial structure consisting of small entrepreneurs and economically viable units should be set up in rural areas.

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In India where more than 75 per cent of the population is living in rural areas, the improvement of the standards and income levels for the rural poor becomes the primary goal of the economic development of the country. Unless the basic economic resources of the areas are able to support the total rural economic system, the system tends to develop internal inconsistencies and imbalances. Capital resources however large can only be a palliative and cannot reverse the imbalances in the system. Integrated rural development implies system approach for the evaluation of: 1. natural resources of the region, 2. people of the area, and 3. Capital human and natural resources. Integration of rural development process is achieved by integrating the agricultural production process as a functional level by matching the external environment with the farm family potential.

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As plan implementation is generally considered the Achille's heel of Indian planning, Indian planners, in successive planning exercises, have tended to devote increasing attention to its various dimensions. Surveying these positions, the paper attempts to show that since the Fourth Plan, though the process of plan implementation has been better understood as involving planning of means, policies and institutions for carrying out the tasks emanating from the exercise of plan-formulation, in the practice very little seems to have been achieved. In fact, the Draft Fifth Plan goes to the extent of prescribing detailed management manuals for individual projects, completing the circle from near lack of concern with implementation to attempted centralisation of project management.

In evaluating this experience it is maintained that the process of plan-formulation also involves instruments-selecting or mechanism-devising decisions. It is this exercise, which may be called "planning of plan implementation" or "management of plans" which links plan-formulation and plant-implementation. Even in the Indian context of a basically unplanned market economy, such a broad, macro exercise (as distinct from management of projects) is essential for realising the potential of planning as the unifying-harmonising framework for macro and micro policies of state intervention for development. This addition to Indian planomics will probably lead to redefinition of the scope, range and intensity of planning. —*Author*

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In sheer economic terms the operations of the Government have gigantic proportions today and therefore the efficiency with which the various organisations discharge their responsibilities is of paramount importance to the nation's economic health. Mounting establishment costs have from time to time generated discussion about increasing nondevelopment expenditure as compared to budgeted development allocations. In developing countries published literature on measuring productivity in government is almost non-existent. A series of studies, emanating from U.S. Bureau of Labour Statistics indicate that measurement of productivity in government is difficult but not impossible. It is difficult to cut out a common denominator of understanding regarding the connotation of task performance for measuring productivity. The steps for measurement which lead to a broad strategy for continuing productivity measurement are briefly outlined. Some sort of measurement of task accomplished against goals is necessary for the fixation of administrative responsibility and performance appraisal

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This article is an attempt to study the emerging political leadership in an urban area of Maharashtra State at the local level. Conducted jointly by two Professors the study relates to a cosmopolitan town, Purli-Vaijnath in the Bhir district of Maharashtra where devotees from all over India go to worship the Lord Shiva. The authors study the pattern of leadership from the point of view of age, education, occupation and caste by collecting sizable data. The analysis of the authors shows that the voters favour electing younger people for leadership. Although caste played a significant role in the election of the leadership, yet its role is not decisive in the cosmopolitan town. People from business community take much interest in the municipal politics. —Reproduced.

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#### ELECTRICITY

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The state electricity boards in India have been the recipients of incentives, subsidies and other types of financial encouragement, directly and indirectly,

from the government and public sector financial institutions and the like, but their operations so far have ended only in deficits. Due to lack of a sufficient degree of cost consciousness the boards are almost completely dependent on external financial aid for capital expenditure and often for revenue expenditure. The financial position of the electricity boards of Karnataka, Kerala, Andhra Pradesh and Tamil Nadu is briefly reviewed. The general nature of their financial malaise is prevalent in all the state electricity boards in India.

—Power development strategy: cost reduction and control. Economic Times, 2 Sept. 76, p.5; 3 Sept. 76, p.5; 4 Sept. 76, p.5.

—State electricity boards: growth without profit. Economic Times, 29 Sept. 76, p.5, 6.

#### EMINENT DOMAIN

HOWLAND, MARIE. (Institution of Transport Engineering, Berkeley, U.S.A.). Delhi's large-scale land acquisition, development, and disposal policy: an appraisal. *Urban and Rural Planning Thought*, 18(1) Jan. 75, p.23-54.

The goals of large-scale land acquisition, development, and disposal policy are: to achieve optimal social uses of land; to insure the availability of land in adequate quantities at the right times and for reasonable prices to both the public authorities and individuals; to prevent the concentration of land ownership in a few private hands and safeguard the interests of the poor and underprivileged; to control urban land values and to eliminate speculative profits. The first two goals are particularly vague, and their use as bench-marks against which to measure relative policy success is nearly impossible. The second two goals are more concrete and valuable. The Delhi Development Act of 1957 provided for the formation of Delhi Development Authority (DDA), an agency to assume responsibility for the planned growth of Delhi. Statistical data are presented to show that the DDA is consciously

speculating and has in fact given the earnings of speculative profits a higher priority than any of its professed goals. The evidence supports the hypothesis that the DDA's acquisition of land has not controlled urban land values, but has, in fact, aggravated them. The Master Plan for Delhi is badly in need of a realistic revision and review including elimination of ill-founded restrictions and relaxation of unpracticable standards. The policy of attempting to supply the full range of urban services in one package should be discontinued and land development should be contracted to the private sector. There is no economic justification for DDA employees to receive a portion of land-auction profits as bonus. At present, the people who are receiving the benefits of land policy are primarily those with political and economic power. Unless low and middle income groups press for government response, the optimistic goals of land policy will never be met. This study was conducted by the author as a participant in the Berkeley Professional Studies Programme in India of the California University, 1974-75.

#### EMPLOYEE DISCIPLINE

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#### EMPLOYEES' REPRESENTATION IN MANAGEMENT

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GHOSH, S.N. Participative management—results of some experimental studies. *Indian Labour Journal*, 17(6) June 76, p. 1077-90.

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SPECIAL issue on workers' participation in management. (Contributions by Jatin Chakravorty, M.R. Sherwani, S.M. Patil, Sharu S. Rangnekar, A.D. Singh, B.R. Seth, D.C. Kothari, N.K. Somani and Atma Ram Saraogi). Indian Management, 15(2) Feb. 76, 52p. (Entire issue).

#### EMPLOYMENT

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The Crash Scheme for Rural Employment (CSRE) was introduced in 1971-72. The objective of this study is to review the results of the CSRE in terms of generation of employment opportunities and creation of physical assets. It is divided in six sections. The genesis and outlines of the Scheme are discussed in section I. Section II covers allotment of funds for expenditure (actual) incurred on the CSRE. Section III, covering employment potential generated in the scheme is followed by section IV analysing the purpose-wise expenditure and assets created. Section V deals with the organisational aspects of the scheme. Summary and conclusions are given in Section VI. The study was prepared by the author in the Division of Planning and Special Studies of the Economic Department.

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#### ENGINEERS

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### ENTREPRENEURS

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### EQUALITY

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AYYAR, R. SANKARASUBRAMONIA. Participation in management by junior and middle level managers. *Indian Manager*, 7(2) Apr.-June 76, p.196-212.

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*Contents:* False premises which blot the public purse, by Roland Freeman; Cuts can be kind if the people care, by Margaret Simey; The case for an end to easy spending, by Ursula Hicks.

HILL, KIM QUAILE. The within-nation distribution of public expenditures and services: a two-nation analysis. *American Journal of Political Science*, 20(2) May 76, p.303-18.

HOWELL, DAVID. Economic freedom and public expenditure. *Political Quarterly*, 47(2) Apr.-June 76, p.180-8.

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### FARM LABOUR

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### FARM PRODUCE

NAMBOODIRI, N.V. Wealth uncertainty and farm productivity. *Economic Times*, 23 Sept. 76, p.5.

### FARM PRODUCE—PRICES

RANGACHARI, K. Agricultural prices: farmers must maintain net incomes. *Statesman*, 1 Sept. 76, p.4.

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reflection. *Management Accountant*, 11(7) July 76, p.555-6.

### FARM PRODUCE—STORAGE

KRISHNA RAO, P. and BALWANTH REDDY. An analytical basis for storage facilities of foodgrains. *ASCI Journal of Management*, 5(1) Sept. 75, p.30-44.

### FARM WAGES

DEEPAK LAL. Agricultural growth, real wages, and the rural poor in India. *Economic and Political Weekly*, 11(26) June 76, p.A-47-61.

A number of authors have asserted that the green revolution, despite its marked output-increasing effects, has not benefited the rural poor. This is taken as evidence of the incompatibility between redressal of rural poverty and agricultural growth within the existing institutional framework. The implication is that, without fundamental institutional reform, alleviation of rural poverty is infeasible. This paper uses data recently made available from the 25th round of the National Sample Survey (NSS) for 1970-71 to cast some doubt on the factual basis of this view.

Part I of the paper examines the trends in real wage rates of agricultural labourers as delineated in past studies in the light of the more recent evidence. It also provides data which suggest that the conclusions about the effects of the green revolution on rural poverty have been based on time series data which end at a date before the high-yielding varieties had been widely adopted in the heartland of the green revolution—the wheat-growing areas of the Punjab. The author also examines the explanations provided for the seeming paradox that despite the presumed increase in the demand for labour which can normally be expected to accompany agricultural growth, real wages have not risen. In this context, he considers the extent to which inter-state variations in changes in wages can be explained in conventional

demand and supply terms.

Part II of the paper examines to what extent the conclusions derived from the poverty 'numbers game' are validated by the recent NSS evidence, and also derives measures other than the usual poverty statistic for the social welfare effects of the household consumption changes during the period 1956-57 to 1970-71 among the 'weaker sections' of rural India.  
—Reproduced.

#### FARMERS

TALIB, B.D. and A. MAJID. The small farmers of Punjab. Economic and Political Weekly, 11(26) 26 June, 76, p.A42-6.

The process of capitalist growth, according to Marxian theory, is in essence the process of market formation. It gradually deprives a large number of small, self-sufficient, producers of their means of production. The means of production become items of investment. These get concentrated in fewer and fewer hands. The pauperised peasants are left with nothing to sell but their labour power, which itself becomes a commodity. This is precisely the commodity needed by the capitalist for his production. Disintegration of the large number of self-dependent production units, at the same stroke, creates markets for consumption goods. Hence pauperisation of small producers is an essential element in capitalist growth. This paper attempts to find out what is happening to the economy of small farmers in Punjab.—Reproduced.

#### FEDERAL AID

THIMMIAIAH, G. (Institute for Social and Economic Change, Bangalore). Plan grants in India: a critical evaluation. Indian Journal of Public Administration, 22(2) Apr.-June 76, p.236-46.

Economic planning has given rise to a new type of financial assistance from the Union Government to the States in the form of plan grants. These can be considered as close-ended, varying matching

conditional grants. The plan grants have been used to achieve certain national economic objectives through the process of centrally directed economic planning. Though plan grants are in operation over the last twenty-two years and their relative significance has increased in the total federal fiscal transfers, sufficient attention has not been paid to their analysis and critical evaluation in terms of their economic justification and of their economic, political and financial implications. An attempt is made in this paper to analyse and evaluate plan grants and also to suggest improvements on the basis of their distribution among the states.

#### FEDERALISM

FEDERALISM and state administration. Quarterly Journal of Administration, 10(2) Jan. 76, p. 105-89. (Entire issue).

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#### FERTILIZERS

MAHMOOD, ASLAM and QUTUB UDDIN KHAN. Role of fertilizers in agricultural development. Eastern Economist, 67(13) 24 Sept. 76, p.616-19.

#### FIELD ORGANISATION

OREWA, G.O. The role of the field administrator in midwestern Nigeria under the military. Quarterly Journal of Administration, 7(3) Apr.73, p.241-51.

#### FINANCE, PUBLIC-POLICY

JAGANNATHAN, N.S. Fiscal policy: learning the "discipline of facts". Statesman, 12 Aug. 76, p.6.

CRANJEC, MARKO. A self-managed fiscal system and the allocation function of fiscal policy. Journal of Public Economics, 5(3-4) Apr.-May 76, p.325-36.

PONTNEY, PAUL, R. Congressional delays in U.S. fiscal policy making. Journal

of Public Economics, 5(3-4) Apr.-May 76, p.237-47.

#### FINANCE, PUBLIC-RESEARCH

BOSKIN, MICHAEL J. On some recent econometric research in public finance. American Economic Review, 66(2) May 76, p.102-9.

#### FOOD SUPPLY

BHATIA, B.M. Food policy: the bumper crop and after. Statesman, 14 July 76, p.4.

The kingpin in the management of our food economy is the public distribution system, which was first introduced in the wake of the Bengal famine of 1943. A basic contradiction in the system is that while the state government is responsible for the administration of distribution, the Centre is responsible for the provision of supplies. Our food problem has been complicated by the absence of a consistent price policy on agricultural produce. There will be adequate procurement and yearly production of foodgrain if we assure remunerative prices to the farmer for his produce.

BHATIA, B.M. Food stocks: India's role in world security. Statesman, 17 Sept. 76, p.4.

BHATIA, M.S. and R.C. SINHA. Growth rates and relative contribution of different components towards total foodgrain production in Uttar Pradesh. Agricultural Situation in India, 30(9) Dec. 75, p.629-31.

VERGHESE, B.G. Food buffer for rural growth. Commerce, 133(3407) 11 Sept. 76 p.467-8.

#### FOREIGN COMMERCE

BHATIA, B.M. Promoting exports: the importance of market research. Statesman, 29 July 76, p.6.

CHATURVEDI, T.N. (Chief Commissioner, Chandigarh). Import control in

India: policy and administrative procedures. Indian Journal of Public Administration, 22(2) Apr.-June 76, p.132-54.

Import trade control has a positive orientation contributing towards a quicker and a faster development of the country's economy. A brief historical and analytical review of the development of policy and administrative procedures of import control in India is presented. Shifts in the import policy have occurred from time to time depending upon the availability of foreign exchange, the need for import substitution the rapid growth of industrialisation and the need for promotion of exports. At present the import trade control covers practically all commodities. The principal authority for the issue of import licences is the Chief Controller of Imports and Exports. Licences are issued after a detailed scrutiny of the eligibility and the requirements of the importers. The policy and procedures in issuing licences to different categories of exporters is explained. Import trade policy has wide ramifications from the administrative angle. In working out the policy, a judicious mix of stability and flexibility is required for optimum impact. This is an area of administration where the regulatory and developmental angles converge.

HAZARI, BHARAT R. and GEOFFREY I. TOWNS. Self-reliance and export performance: a case study of India and Indonesia. Developing Economies, 13(4) Dec. 75, p. 421-9.

RANGACHARI, K. Import policy: the case for liberalization. Statesman, 10 Aug. 76, p.6.

#### FOREIGN COMMERCE—LICENCES

DAVE, M.M. Bureaucracy: use of inadvertence. Democratic World, 5(34) 22 Aug. 76, p. 7-8.

#### GENERALISTS

DUBHASHI, P.R. (Divisional Commissioner, Belgaum, Karnataka State).

Generalists and specialists: their role in public administration. *Public Administrator*, June 76, p. 29-33.

Administration has become a body of specialised knowledge, skills and techniques with a general application. Generalists are concerned with general administrative tasks in various subject matter areas. There is a certain amount of transferability of administrative skill and knowledge from one field to another. A few examples are given to explain the need for generalist administrators in specialised fields. If the generalist administrators and the technical specialists cooperate with each other, with malice towards none and respect for all, it would help a great deal in enabling public administration as a whole to reach its goals.

#### GOVERNMENT AND BUSINESS

BORKLUND, C.W. How industry loses to government. *Management Review* (U.S.A.), 65(5) May 76, p.39-42.

CROUCH, HAROLD. Generals and business in Indonesia. *Pacific Affairs*, 48(4) Winter 75-76, p.519-40.

LAUD, G.M. Industrial policy shows considerable pragmatism. *Capital*, 177(4426) Supplement, 12 Aug. 76, p.29-31.

MILLWARD, R. Price restraint, anti-inflation policy and public and private industry in the United Kingdom, 1949-1973. *Economic Journal*, 86(342) June 76, p. 226-42.

MUKERJEE, DILIP The new industrial policy: blueprint for orderly growth. *Times of India*, 4 Sept. 76, p.4.

TARNEJA, RAM S. State and private industry. *Indian Management*, 15(1) Jan. 76, p.11-12.

#### GOVERNMENT CORPORATIONS

SELF, PETER, Beyond ministerial departments: mapping the administrative terrain: public corporations (Review article)

*Public Administration*, 54, Summer 76, p.170-5.

#### GOVERNMENT ENTERPRISE

ABANI, A.S. Performance of public sector enterprises. *Economic Times*, 7 July 76, p.5; 8 July 76, p.5.

The objectives of this paper are: (1) to examine and highlight, the nature and degree of changes in productivity and performance of public enterprises during June 1975 to January 1976; (2) to understand and indicate the impact of Emergency (if at all) on the productivity and performance of public enterprises; and (3) to isolate the factors which stood in the way for better performance in spite of favourable conditions arising out of the emergency. It is based on the empirical survey of the big public sector enterprises situated in Hyderabad. The accent of the study is on three aspects: production and productivity with reference to plant and labour; commercial performance with reference to the orders received, executed and outstanding; and capital productivity and cost consciousness. It is concluded that after emergency, there is definitely improvement in productivity and performance. It is high time that the Government and the management should take cognisance of the hard realities and take real advantages of the situation to further improve the productivity and performance in public enterprises.

AKINSANYA, A. A management audit of the Western Nigeria Development Corporation. *Indian Journal of Public Administration*, 22(2) Apr.-June 76, p. 215-35.

CORTI, G. Perspectives on public corporations and public enterprises in five nations. *Annals of Public and Cooperative Economy*, 47(1) Jan.-Mar. 76, p.47-86.

DHOLAKIA, NIKHILESH and RAKESH KHURANA. (Indian Institute of Management, Ahmedabad). Total performance measurement system for public enterprises:

a framework. *Lok Udyog*, 10(4) July 76, p.43-53.

The present system of auditing in public enterprises focuses mainly on economic variables—it does not give a complete picture of how well a public enterprise is performing in relation to the preference systems impingement on it. The performance measurement system outlined in this paper yields a vector of performance indices, economic and non-economic, measured in financial and nonfinancial terms. These indices can be used by enterprise "stakeholders" to evaluate and influence performance.—*Authors*.

GAREWAL, K.S. Inter-se co-ordination among public sector enterprises. *Lok Udyog*, 10(5) Aug. 76, p.9-12.

KHANNA, K.C. Public sector comes of age: success throws up new challenges. *Times of India*, 20 Aug. 76, p.8.

By and large, the management of public enterprises has improved radically during the last two or three years. Public enterprises have been responsible for much of the growth recorded in the index of industrial production during 1975-76. Much of the turnaround in the fortunes of the public sector has been due to the better performance of state-owned units in steel, heavy engineering and steel. The results are both edifying and alarming. Due to rising stocks of coal at pitheads and in the stockyards, the Planning Commission has lowered the production target at the end of the fifth plan. Industries are reluctant to switch over from oil to coal even at the existing uneconomic coal prices. The ex-factory cost of Indian steel is about the lowest in the world and this year a third of the total prime steel output may be exported. The advantage of lower steel production costs should be conserved for Indian industry and not passed on to consumers overseas.

NIGAM, RAJ K. (Bureau of Public Enter-

prises, New Delhi). The Bureau of Public Enterprises plays the role of a catalyst. Capital, 177(4426) Supplement, 12 Aug. 76, p.33-7.

The Bureau of Public Enterprises came into existence in April 1965. The functions of this organisation, which were enlarged in 1969, as a sequel to the recommendations of the Administrative Reforms Commission, are briefly described. At present the Bureau has five main divisions:(1) Finance division, (2) Production division, (3) Management division, (4) Construction division, and (5) Information and Research division. The areas of work are grouped under seven heads:(1) investment appraisal, (2) performance appraisal, (3) policy co-ordination, (4) consultancy, (5) management development, (6) arbitration, and (7) spokespersonship.

—Public sector and the egalitarian goal. *Lok Udyog*, 10(3) June 76, p.37-40.

PAI, T.A. Public sector in India: engineering export target Rs. 10,000 million. *Indian and Foreign Review*, 13(20) 1 Aug. 76, p.15-16.

REDDY, Y.R.K. and P.K. RAO. Performance evaluation of the public sector. *Economic Times*, 24 July 76, p.5.

Performance evaluation of the public sector will have an important bearing on the public investment decisions, allocation of resources to various activities, etc. The purpose of this article is to briefly examine the various criteria currently being used and to present approaches for alternate methods of performance evaluation. Efforts should be made to set forth the objectives of the public sector at the national, the regional or the industry level and also at the unit level. A broader perspective and a systems view is needed to have performance evaluation in terms of achievement of the objectives. When the objectives are arrived at, they should be placed in a hierarchy by virtue of their importance and then

weightages should be given, to build up an index of performance. The Index when evolved and perfected will help the public sector in making correct policy decisions, better planning and management, directed growth, etc., ultimately leading to the maximum social gains.

RELE, SUBHASH J. Pricing policy in the public sector. *Yojana*, 20(15) 1 Sept. 76, p.17-19.

The pricing policy in public sector should not only yield the revenue but also cover the replacement, expansion, maintenance and capital formation. The policy should be flexible enough to accommodate the changing competitive needs of the economic environment. It should follow a deliberate profit policy which will not only increase the revenue but is essential for the economic development of the country.

#### **GOVERNMENT ENTERPRISE— FINANCE**

MISHRA, R.K. Management of cash in public enterprises. *Eastern Economist*, 67 (12) 17 Sept. 76, p.568-75.

#### **GOVERNMENT ENTERPRISE— LEGISLATIVE CONTROL**

RAJAN, N. Accountability to parliament and laying of annual reports on the table of house. *Lok Udyog*, 10(4) July 76, p.19-21.

#### **GOVERNMENT OWNERSHIP**

LIPTON, MICHAEL. What is nationalization for? *Lloyds Bank Review*, (121) July 76, p.33-8.

#### **GOVERNMENT REGULATION OF BUSINESS**

SHARAV, ITZHAK. Government regulation: line-of-business reporting. *Government Accountants Journal*, 25(1) Spring 76, p. 7-15.

#### **GRANTS-IN-AID**

INMAN, ROBERT P. and DOUGLAS WOLF. SOFA: a simulation programme for predicting and evaluating the policy effects of grants-in-aid. *Socio-Economic Planning Sciences*, 10(2) 76, p.77-88.

#### **HEALTH SERVICES**

ALTERNATIVE approach to health care. Assignment Children, (33) Jan.-Mar. 76, (Entire issue) 128p.

BANERJI, D. Health services and population policies. *Economic and Political Weekly*, 11(31-33) Aug. 76, p. 1247-68.

BROWN, R.G.S. Collaboration between the NHS and local government. *Local Government Studies*, 2(2) Apr. 76, p.15-25. DE KADT, EMANUEL. Wrong priorities in health. *New Society*, 36(713) 3 June 76, p.525-6.

DOYAL, LESLEY and IMOGEN PENNELL. Health, medicine and under-development. *Economic and Political Weekly*, 11(31-33) Aug. 76, p. 1235-46.

FERNANDO, S.D.M. Health services of Sri Lanka. *NIHAE Bulletin*, 9(2) 76, p.125-32.

FEUERSTEIN, MARIE THERESE. Rural health problems in developing countries: the need for a comprehensive community approach. *Community Development Journal*, 11(1) Jan. 76, p.38-52.

PANDYA, SUNIL K. Health schemes re-examined. *Times of India*, 19 Sept. 76, p.8.

PATTANAYAK, S., D.D. ARORA and M.M. SAXENA. (National Malaria Eradication Programme, Delhi). Review of NMEP in India. *NIHAE Bulletin*, 9(2) 76, p.133-42.

National Malaria Eradication Programme yielded tremendous results from 1958 to 1965. But due to various

administrative, operational and technical reasons the programme suffered setbacks after 1965. A uniform application of the programme all over the country is not possible. There is a need for laying down the priorities based on epidemiological considerations so that the operations are planned depending upon the need and priority. An outline of such priorities is presented and the recommendations of two expert committees who presented their reports in 1974 are pointed out.

SINHA, N.P. Malaria eradication: what went wrong? *Economic and Political Weekly*, 11(26) 26 June 76, p.946-7.

In India, National Malaria Control Programme was hurriedly launched in 1953. As the formulation and implementation of the programme was entrusted to health administrators, it was formulated in isolation from general health services. An impression of great success was created by focusing public attention on two results of the programme—reduction of malariormetric indices and economic gains. In 1958, a bigger scheme—the National Malaria Eradication Programme was inaugurated. Again, the development of general health service was neglected. Malaria showed a declining trend up to 1965. Thereafter, the incidence began to rise and now exceeds even the 1958 level. The experience gained from countries where malaria is no longer a problem shows that declining trends in the prevalence of malaria are a natural concomitant of better living conditions. The malaria eradication programme should be an integral part of the larger public health programme, which, in turn, has to be a part of overall economic development.

SKOLE, ROBERT. Does health care really care? *Sweden Now*, 10(3) 76, p.15-17.

#### HONG KONG—GOVERNMENT

CHEONG-LEEN, HILTON. Political processes in Hong Kong. *Journal of Parlia-*

*mentary Information*, 22(2) Apr.-June 76, p.220-5.

#### HOSPITALS

AGRAWAL, K.G. Managing patient satisfaction in hospitals. *Indian Journal of Public Administration*, 22(2) Apr.-June 76, p.269-77.

NEUHAUSER, DUNCAN. The hospital as a matrix organisation. *Integrated Management*, (122) June 76, p.27-36.

ODUFALU, JOHNSON O. The Nigerian public general hospitals: structure, management and problems. *Quarterly Journal of Administration*, 10(3) Apr. 76, p.267-82.

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India can re-orient its excessive manpower by its optimum utilisation in the economic development and growth. A need based approach is desired. Large number of unemployed should be employed even where mechanisation is less costly. A National Reconstruction and Farm Force should be formed to utilise manpower for increased production. The production methods and technology should be improved but not at the cost of labour. It is suggested to constitute a Board at the national level to research and investigate

the possibility of conserving the essential things which are required for the development of the country and mop up these products out of the non-essential sector. Proper direction control and discipline is needed to maximise productive efforts and output of the unexploited manpower resources.

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The greater and accelerated growth rate in the output of doctors in India after independence has given no benefit to the rural areas and the rural poor. Increase in the number of medical colleges on western models is not suitable. Though malaria, smallpox and cholera have now become less fearsome, occasionally they appear in epidemic form and take a heavy toll. The grimness of the poverty induced diseases is so widespread that the young doctors who come out of the medical colleges feel that their medical training has equipped them very little to grapple with the problems of deficiency diseases. The high academic training in the colleges increases their predicament—under-utilisation of their training. Therefore a number of medical graduates emigrate to U.S.A. and U.K. to be gainfully employed there. The

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The problems facing our metropolitan areas are so complex and so difficult that they defy easy solution. With the rapid industrialisation and urban explosion and the resultant unchecked speculation in land and growth of new slums, the cities in India are experiencing chaotic growth. The large-scale building activities on the peripheries of the city will continue unless tackled in a planned manner. What is therefore needed is the national policy on urban development of which civic services and slum improvement form an integral part.—*Reproduced.*

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council to recover the huge arrears or what the author calls absence of 'tax-oriented tax management' on the part of the Council. The expenditure of the council has steadily been rising on general administration while on services, public utility works and developmental activities it has become virtually steady. This is evident from the fact that during the last eight years the Council undertook no development plan,—short-term, mid-term or long-term. Coupled to this state of affairs is the role of the state government is not providing sufficient grants-in-aid. The grant received by the Nanded Municipal Council from the state is of small proportion compared to the grant provided to other municipal councils of the same class. The measures suggested by the author for improving the finances of the council, amongst others, are the action-oriented tax management, tightening the supervision of octroi, adoption of progressive tax rate on properties and the increase of tax rate on all vehicles for commercial purposes by 100 per cent.—*Reproduced.*

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#### MUNICIPAL GOVERNMENT

BERMAN, DAVID, R. and BRUCE D. MERRILL. Citizen attitudes toward municipal reform institutions: a testing of some assumptions, *Western Political Quarterly*, 29(2) June 76, p.274-83.

DYE, THOMAS R. and SUSAN A. MACMANUS. Predicating city government structure. *American Journal of Political Science*, 20(2) May 76, p.257-71.

#### MUNICIPAL IMPROVEMENTS

DESHMUKH, B.G. Business corporations

and civic development. *Bombay Civic Journal*, 23(6) Aug. 76, p.11-13.

The Development Plan prepared by the Bombay Municipal Corporation a decade ago failed to meet with measurable success mainly because the cost of implementation was beyond the reach of the finances of the corporation and lack of support from the people. Any plan of action must embrace the basic needs of housing, education, employment and health. Voluntary organisations can supplement the efforts of the Corporation. More than 1/3rd of the population of Bombay live in hutment colonies. Perhaps it is here that several business houses can play an effective role by adopting one or more of such colonies. This is an adaptation from the paper read at the Seminar on "Business Corporations and Civic Development" organised by Glaxo Laboratories (India) Ltd.

#### MUNICIPAL OFFICIALS

HOSHIAR SINGH. (Univ. of Rajasthan, Jaipur). Powers and functions of municipal chairman in Rajasthan. *Quarterly Journal of the Local Self-Government Institute* 46(4) Apr.-June 76, p.708-13.

The chairman of a municipality in Rajasthan as provided in the Rajasthan Municipal Act, 1959 wields considerable power and influence. As the chief municipal executive he presides over all meetings of the council or board, exercises all administrative and supervisory functions, decides the tax policy in consultation with the municipal members and in matters pertaining to municipal finances and budget he is generally the chief adviser. But being dependent on majority vote, he is also exposed to the possibility of being removed through party manoeuvrings. Moreover, the wide general powers conferred on the state government in regard to his removal under the Act, further makes his position vulnerable. The author underline the imperative need for modifications of the

chairman's powers and functions so as to reduce concentration of powers in him and to enable him to effectively perform his main functions of policy making and co-ordination as an elective head.—*Reproduced.*

#### NAVY

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#### NEUTRALITY

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REDDY, G. YALLAMANDA. Economic essence of fifth nonaligned summit. *Mainstream*, 15(1-6, Annual Number) 76, p.67-70.

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#### NIGERIA—GOVERNMENT

AKINSANYA, A. The machinery of government during the military regime in Nigeria. *Journal of Constitutional and Parliamentary Studies*, 9(3) July-Sept. 75, p.309-28.

#### OCCUPATIONAL MOBILITY

HAZELRIGG, LAWRENCE E. and MAURICE A. GARNIER. Occupational mobility in Industrial societies: a comparative analysis of differential access to occupational ranks in seventeen countries. *American Sociological Review*, 41(3) June 76, p.498-511.

#### OMBUDSMAN

GWYN, WILLIAM B. Obstacles within the office of economic opportunity to the evaluation of experimental ombudsmen. *Public Administration*, 54, Summer 76, p.177-97.

KOTVAL, S.P. (Lokayukta, Maharashtra State). Citizen grievances and the Loka-yukta. *Public Administrator*, June 76, p.116.

This article is based on a talk delivered on 7th December, 1974, at the Maharashtra Regional Branch of the Indian Institute of Public Administration. The Maharashtra Lokayukta and Upa-Lokayuktas Act came into force on 10th December 1971 and the author was sworn in as Lokayukta on 23rd October 1972. Herein his experiences in administering the Act are illustrated and the causes leading to public dissatisfaction are explained. The powers given to the Lokayukta and the Upa-Lokayuktas with one hand are so curtailed and hedged in by conditions, limitations and exceptions by the other hand as to render them almost non-existent in some cases and chimerical in other cases. Delay occurs in sending of reports and requisitioned files. No success was possible in reducing the delay in payments of arrears of pay, pensions and other retirement benefits given to retired government and other public servants. Another distressing feature is the oft-reported loss of file and registers.

#### OPERATIONS RESEARCH

DHIR, KRISHNA S. Of peots and operations researchers: the Frost Decision model. *Indian Journal of Public Administration*, 22 (2) Apr.-June 76, p. 208-14.

#### ORGANISATION

METCALFE, J.L. Organizational strategies and interorganizational networks. *Human Relations*, 29 (4) Apr. 76, p. 327-43.

MUTTALIB, M.A. (Osmania Univ., Hyderabad). The LGS theory. Indian Journal of Public Administration, 22 (3) Apr.-June 76, p. 125-31.

An organisation is a body of persons and complex of functions triune in character, organised for and engaged in the accomplishment of certain objectives. The functions of a hospital—diagnosis of disease, prescription of and administering of medicine—largely illustrate the universality of the thesis. In a governmental organisation they may be denominated as lay (L), generalised (G), and specialised (S) functions respectively.

The lay functionary is a vital link between the organisation and the rest of the world—between microcosm and macrocosm. If the destination of the ship of the organisation is determined by the lay functionary, the generalist steers it, with the specialist keeping it afloat. However, the lay functionary, the generalist and the specialist are relative terms, relative to the situation as is evident from the microtomy of the organisations. Thus every unit is its epitome. The functionary presiding over a unit, performs the role of a lay functionary in relation to the outside world or when he is to formulate the goals of the unit. But within the unit he acts as generalist in relation to lower levels and turns out as a specialist in relation to his superior.

The organisation functions in a circular form. The lay functionary sets the ball rolling. The other two functionaries help in the achievement of the goal. The lay functionary picks up the results and redetermines its goals. There is a reverse process when the specialist serves as a feedback to the generalist and the latter to the lay functionary.

Each functionary is an expert in his respective field. None can claim superiority over the other. In attaining corporate identity there are serious constraints.

Sometimes conflict arises for lack of identification of their professional and corporate roles. Their professional role is ineffective without interaction with the corporate role of each other. If the former has binding effect, the latter is advisory in character. Rigid operation of hierarchy encroaches upon the legitimate role of the functionary when acting as generalist or specialist.—*Author.*

### ORGANISATIONAL CHANGE

“ADMINISTRATIVE review and change”: papers presented at the annual conference held in Canberra on 17-19th Nov. 1975. Australian Journal of Public Administration, 35 (1) Mar. 76, p. 1-98.

BOWERS, DAVID G. Organizational development: promises, performances, possibilities. *Organizational Dynamics*, 4(4) Spring 76, p. 50-62.

DUNPHY, DEXTER. Behavioural scientists: the role of the consultant. Australian Journal of Public Administration, 35(1) Mar. 76, p. 9-21.

GIBLIN, EDWARD J. Organization development: public sector theory and practice. *Public Personnel Management*, 5(2) Mar.-Apr. 76, p. 108-19.

HOWKER, GEOFFREY. Behavioural scientists: the role of the researcher. Australian Journal of Public Administration, 35 (1) Mar. 76, p. 1-8.

### PAKISTAN—ECONOMIC CONDITIONS

BHATIA, B.M. Pakistan's economy: the case for an Indian connexion. *Statesman*, 21 Aug. 76, p. 6.

GUSTAFSON, W. ERIC. Economic problems of Pakistan under Bhutto. *Asian Survey*, 16 (4) Apr. 76, p. 364-80.

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VENU, S. Patenting of government inventions. Economic Times, 5 July 76, p.5, 6 July 76, p.5.

### PEASANT UPRISINGS

DHANAGARE, D.N. Social origins of the peasant insurrection in Telangana (1946-51). Contributions to Indian Sociology, No.8, 1974, p. 109-34.

WICKBERG, EDGAR. The Taiwan peasant movement, 1923-1932; Chinese rural radicalism under Japanese development programs. Pacific Affairs 48 (4) Winter 75-76, p. 558-82.

### PERSONAL PROPERTY

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### PERSONNEL

BALASUBRAMANIAN, S. An approach to personnel management for the future. Indian Management, 15 (5) May 76, p. 21-5.

SHARMA, VISHVESHWAR DAYAL. Personnel management in modern literature. Indian Labour Journal, 17 (6) June 76, p. 1091-8.

### PERSONNEL—DISMISSAL

DUTTA, B.K. Court of inquiry. Economic Times, 27 Sept. 76, p.5.

### PERSONNEL—SELECTION

VENKATESWARA RAO, T. Role-set based assessment centre approach to personnel selection. ASCI Journal of Management 5 (1) Sept. 75, p. 11-16.

PERSONNEL—SERVICE RATING  
ROY, SUBHAS. Employee assessment

systems: a myth? Industrial Relations, 27 (1) Jan.-Feb. 75, p. 3-8.

ZAWACKI, ROBERT L. TAYLOR. A view of performance appraisal from organizations using it. Personnel Journal, 55(6) June 76, p. 290-2, 299.

### PERSONNEL, PUBLIC

GOODMAN, ROGER J. Change and the public personnel manager. Public Personnel Management 5 (2) Mar.-Apr. 76, p. 103-7.

SHAPEK, RAYMOND A. Federal influences in state and local personnel management: the system of transition. Public Personnel Management, 5(1) Jan.-Feb. 76, p. 41-51.

TEASLEY, C.E. A systems approach to public personnel administration: some implications for research and practice. Midwest Review of Public Administration, 10 (1) Mar. 76, p. 3-13.

### PERSONNEL, PUBLIC— ARBITRATION

BEAUMONT, P.B. The adverse effect of incomes policy on the acceptability and use of arbitration in the British Civil Service. Public Administration, 54, Summer 76, p. 199-209.

### PERSONNEL, PUBLIC— CLASSIFICATION

RAMSAY, ARCH S. The new factor evaluation system of position classification. Civil Service Journal, 16 (3) Jan.-Mar. 76, p. 15-19.

### PERSONNEL, PUBLIC—PAY PLANS

FREDLUND, ROBERT R. The President's Panel on Federal Compensation. Civil Service Journal, 16 (3) Jan.-Mar. 76, p. 1-5.

MORRIS, THOMAS D. Attaining fair and equitable compensation for federal

white collar employees, Good Government, 92(2) Summer 75, p.3-7, 11.

### PERSONAL, PUBLIC—RECRUITING

GOPALAKRISHNAN, M. (Irrigation & Power Dept., Andhra Pradesh). Direct recruitment to the higher civil services, of India; the personality test for the IAS examination: some observations. Indian Journal of Public Administration, 22(2) Apr.-June 76, p. 174-96.

This relates to some observations made by the author on the direct recruitment to IAS and other all-India and Central Services Class I conducted annually by the UPSC. The objectives of such interviews (*viva-voce*), as a means of selection are indicated, the historical experience in Britain being kept in view. The Indian situation, as evidenced in the reports of the UPSC, is also described. The minimum qualifying marks of 35 per cent in the interview as a pre-condition for selection to the IAS was abolished with effect from the IAS., etc., combined examination of 1957. The assessment made of the candidates by the UPSC through an interview lasting less than an hour in each case is compared, in respect of batches of IAS selected from 1963 to 1969 to the assessment of the personality of the same (selected) candidates at the conclusion of Training in the Lal Bahadur Shastri National Academy of Administration, Mussoorie and some deviations are pointed out. A few suggestions are made for adopting, with suitable modifications to suit Indian conditions, the British practice of keeping the candidates in a country-house for a couple of days, observing their personality and consequential assessment. The appointment of the Kothari Committee for examining the question of the UPSC selections is also referred to at the end.—*Author.*

REDDY, K.N. (Maharaja Sayajirao University of Baroda). Absorption of manpower in government: 1951-74. Manpower Journal, 12(1) Apr.-June 76, p. 48-81.

This paper attempts to examine the absorption of manpower in government since 1951. It is divided into five sections. The first section discusses the statistical and conceptual problems. The second one delineates the absorption of manpower in government along with the private sector. The third and fourth examine the distribution of manpower among types of government and types of activities respectively. The last one outlines the main findings.

### PERSONNEL, PUBLIC—SELECTION

GOKHALE, S.R. (I.R.T.S. *retd.*). The selection of Indian administrators. Indian Journal of Public Administration, 22(2) Apr.-June 76, p.260-8.

Government services and public administrations in this country shall need in the near future a vast number of persons with special qualities of mind. These persons cannot however be mere bureaucrats nor would it do if they are nothing more than technocrats. The need of the day is to have 'Administrators', who would make successful managers in their assignments.

Having determined the objectives for the recruitment of the administrators, the author proceeds to examine what changes are necessary in the existing selection methods, which according to him are out-dated. The first need appears to be re-categorization of the All-India and Central Government services on the basis of 'job-description'. The author suggests four categories of services on the basis of special aptitudes and personality traits.

The methodology of the written examination and the personality test to be given to the candidates has also to be modified in accordance with the revised categorisation of services. Some major changes in the existing procedure are recommended in that direction.—*Author.*

### PERT (NETWORK ANALYSIS)

CLARK, ROBERT F. Programme evaluation and the commissioning entity. *Policy Sciences*, 7(1) Mar. 76, p.11-16.

PARATHASARTHY, C.S. Application of network technique (PERT/CPM) to health programmes. *Management in Government*, 7(4) Jan.-Mar. 76, p.340-8.

### POLICE

ARNOLD, DAVID. The police and colonial control in South India. *Social Scientist*, 4(12) July 76, p.3-16.

CLIFFORD, BRIAN. Police as eyewitnesses. *New Society*, 36(707) 22 Apr. 76, p.176-7.

NAYAR, KUKDIP. Role of the police. *Indian Express*: 29 July 76, p.4.

For the average citizen, the police still has a harsh exterior. There is a lack of rapport between the public and the police. The police should mix with the people to build an egalitarian society. The Police Act of 1861 should be amended to expand the scope of police work beyond law and order. The Superintendent of Police should be freed from the control of the District Magistrate. The IAS and IPS should be brought on par in terms of emoluments and facilities.

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VILLAMAYOR, ERLINDA. Third world environment: a background study for policy analysis. *Philippine Journal of Public Administration*, 18(1) Jan. 74, p.19-27.

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RUSK, JERROLD G. Political participation in America: a review essay. *American Political Science Review*, 70(2) June 76, p.583-91.

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WARNAPALA, W.A. WISWA. Peoples Committees in Sri Lanka: an experiment in popular participation. *Journal of Administration Overseas*, 25(2) Apr. 76, p.68-76.

### POLITICAL PARTIES

SHARMA, RANBIR. Party system in a Himalayan state of India. *Indian Journal of Political Science*, 37(1) Jan.-Mar. 76, p.71-80.

### POLITICAL PARTIES—FINANCE

KATYAL, K.K. Rationale of donations to political parties. *Hindu*, 18 Sept. 76, p.8.

POLITICAL finance: reform and reality. *Annals of the American Academy of Political and Social Science*, 425, May 76, p.1-149. (Entire issue),

### POPULATION

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CASSEN, ROBERT. Development and population. *Economic and Political Weekly*, 11(31-33) Aug. 76, p.1173-86.

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#### POPULATION—ECONOMIC ASPECTS

KELLEY, ALLEN C. Savings, demographic change, and economic development. *Economic Development and Cultural Change*, 24(4) July 76, p.683-93.

#### POSTAL SERVICE

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#### POVERTY

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#### PRESIDENTS—POWERS AND FUNCTIONS

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INGRAM, DEREK. Commonwealth press: the years of challenge. *Round Table*, (262) Apr. 76, p. 185-95.

NAYAR, KULDIP. A non-aligned news pool. *Indian Express*, 12 July 76, p.4.

REYES-MATTA, FERNANDO. Historical evolution of international news agencies and their growth towards domination. *Mainstream*, 14(45) 10 July, 76, p. 6-8, 31-4.

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#### PRICES—REGULATION

MUKERJEE, DILIP. Prices under discipline: need for a long-term perspective. Times of India, 14 Aug. 76, p. 8.

In India the upward march of prices has been halted, but the case of edible oils shows that even marginal shifts in the demand-supply equation can cause serious problems. The management of agricultural prices is becoming an increasingly difficult task because of the fading distinction between traders and large growers. The government must develop and retain the ability to discipline prices on a continuing basis. Compulsory procurement is subject to the same pitfalls as administrative regulation of prices. The procurement should be spread over a long enough price cycle to acquire stocks through market mechanism. This was exactly done in 1975-76 in the case of wheat and rice. The same logic should be extended to cash crops as well. It is suggested that the control over essential commodities must be exercised by a single central authority. A price policy which inhibits growth is self-defeating. Price stability is beneficial only to the extent it contributes to orderly growth.

#### PROGRAMME BUDGETING

GOPALAKRISHNAN, P. and M. SUNDARESAN. Application of PPBS to police department. Economic Times, 6 Aug. 76, p. 7; 7 Aug. 76, p.5.

GUPTA, GOURI S. Performance budgeting in public sector : a case study of State Trading Corporation. Lok Udyog, 10(33) June 76, p. 25-35.

The Government of India has often stated that the public undertakings should adopt performance budgeting. The lead in the preparation and implementation of performance budgeting was taken by the State Trading Corporation of India Ltd. (STC). This article is based on personal interviews and the material available with

STC. The activities of the performance budgeting in STC are divided into three parts: (1) preparation of yearly performance budget, (2) mid-year review, and (3) performance appraisal. The main aim of the annual performance budget, is to set targets to be included in the next year's performance budget, the preparation of which starts four to five months in advance. The mid-year review is the mid-course correction of targets set forth in the annual performance budget. The appraisal system consists of a series of periodical reports which help the management keep track of the progress of the working of the corporation and suggest remedial action whenever necessary. A number of exhibits are presented to explain the proforma of performance budgeting.

PROGRAM evaluation: a cautious perspective. Bureaucrat, 5(1) Apr. 76, p. 112p. (Entire issue).

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#### PROHIBITION

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#### PROJECT MANAGEMENT

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#### PROPERTY TAXES

CHENG, PAO LUN. Bias and error detection in property tax administration.

- Management Science, 22(11) July 76, p. 1251-7.
- GREYTAK, DAVID and DAVID J. BJORNSTAD. The impact of differential assessments on the property tax. American Journal of Economics and Sociology, 35(2) Apr. 76, p. 199-212.
- VENUGOPAL, K. Towards an expanding property tax base. Local Government, 7(9) Sept. 76, p. 5-12.
- PUBLIC ADMINISTRATION**
- HOYLE, A.R. The changing environment of administration. International Review of Administrative Sciences, 42(1) 76, p. 68-76.
- KEATING, MICHAEL J. Administrative devolution in practice: the Secretary of state for Scotland and the Scottish Office. Public Administration, 54, Summer 76, p. 133-45.
- KHANNA, KRISHAN. Contemporary models of public administration: an assessment of their utility and exposition of inherent fallacies. Philippine Journal of Public Administration, 18(2) Apr. 74, p. 103-26.
- MAHESHWARI, B.L. and ANIL CHATURVEDI. (Administrative Staff College of India, Hyderabad). Management process in government. ASCI Journal of Management, 5 (2) Mar. 76, p. 93-116.
- Management process provides a linkage between inputs and outputs and determines the way resources are used and results achieved. The important features of the management process and the differences between the business and non-business organisations are briefly discussed. The purpose of this empirical study is to throw some light on the aspects of management process in government and help in identifying change strategies. The data on the perceptions of senior members collected through questionnaires indicate that for performance improvement, organisational changes are necessary. A few points to evolve a framework of the change strategy are suggested.
- MINOGUE, MARTIN. The public administration in Mauritius. Journal of Administration Overseas, 15 (3) July 76, p. 160-6.
- SIGELMAN, LEE. The quality of administration: an exploration in the American states. Administration and Society, 8 (1) May 76, p. 107-44.
- SUBRAMANIAN, V. Public administration in Maharashtra in 2000 A.D.: an exercise in futurology. Public Administrator, June 76, p.46-81.
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- This article is based on the Maharashtra Legislature Estimates Committee's report on the working of sixteen departments.
- VEPA, RAM K. (Small Industries Adviser, Government of Sri Lanka). Public administration: a personal view. Public Administrator, June 76 p. 34-7.
- Managing people is more difficult than handling machines. In most problems of administration whether handled by a generalist or a specialist, one deals with people. The author who has been trained and practised as a technologist for many years before moving into the area of public administration has summed up his own impressions about human management.
- PUBLIC ADMINISTRATION—RESEARCH**
- PAI PANANDIKER, V.A. Priorities for research in public administration. ICSSR Newsletter, 6(3-4) October 75-Mar. 76, p. 12-17.
- PUBLIC ADMINISTRATION—STUDY AND TEACHING**
- DELFINO, P. A few thoughts on degree courses in administrative sciences (Summary of the original article in Spanish). International Review of Administrative Sciences, 42 (1) 76, Original p. 56-8, Summary p. iii-iv.

### PUBLIC ASSISTANCE

HOFFMAN, WAYNE and TED MARMOR. The politics of public assistance reform: an essay review. *Social Service Review*, 50 (1) Mar. 76. p. 11-22.

### PUBLIC DISTRIBUTION SYSTEM

TAIMNI, K.K. (Vaikunth Mehta National Institute of Cooperative Management, Poona). Management of public distribution system. *Indian Management*, 15 (5) May 76, p. 17-20.

The objectives of the public distribution system are to make essential goods available to the community at a socially desirable cost. To make the system successful the government should handle wholesaling, warehousing and distribution of the essential commodities at the retail levels. These three components should have three agencies which will help in the process of flow of commodities from the producers to the consumers. An appropriate decision-making apparatus is desired to ensure coordination among these three agencies and within each agency. Initially consumer cooperatives at the retail level will deal with an increasingly large number of goods and services and private retailers will distribute essential goods to avoid queues and cliental dissatisfaction. States should subsidise the operation of public distribution system in the beginning and make the consumers' cooperatives strong and viable and capable to handle the responsibility.

### PUBLIC GOODS

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### PUBLIC INTEREST

MITNICK, BARRY M. A typology of conceptions of the public interest. *Administration and Society*, 8 (1) May 76, p. 5-28.

### PUBLIC OPINION

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of conventional wisdom about the informed public: national political information in Ghana. *American Political Science Review* 70 (2) June 76, p. 433-51

LIPSET, SEYMOUR MARTIN. The wavering polls. *Public Interest*, (43) Spring 76, p. 70-89.

### PUBLIC POLICY

BUNCE, VALERIE. Elite succession, petrification and policy innovation in communist system: an empirical assessment. *Comparative Political Studies*, 9 (1) Apr. 76, p. 3-42.

SPADARO, ROBERT N. Political constraints on public policy: the folkways of politicians. *Human Relations*, 29 (3) Mar. 76, p. 287-305.

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WINGARD, M. REX. Management and public relations. *Cooperative Perspective*, 11 (2) July 76, p. 31-41.

### PUBLIC RELATIONS— MUNICIPAL GOVERNMENT

NARASIMHA REDDI, C.V. Public relations in municipal government. *Civic Affairs*, 23 (11) June 76, p. 23-5; 23 (12) July 76, p. 25-32.

### PUBLIC UTILITIES

BLEVINS, AUDIE L., Jr. Public response to municipally owned utilities in Wyoming. *Land Economics*, 52 (2) May 76, p. 241-5.

### PUBLIC WELFARE

BRUINOOGHE, MICHAEL. Factors in the organization of social welfare services in India. *International Social Work*, 19 (3) 76, p. 10-16.

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In a federal set-up, important problems of each state, like resource mobilisation, resource needs for development and resource transfer from the centre differ from state to state having various levels of development. Therefore, a state-wise analysis is of paramount importance for analysing tax structure change during economic development. This paper is an attempt at presenting a state-wise analysis of growth and composition of tax revenue in India. At the outset, the trend of revenue for a tax has been presented for all states. Thereafter, variation in the trend of revenue from the tax for each state has been analysed. The emphasis is on a comparative role of different taxes in various states. During the period 1957-58 to 1970-71 states' own tax revenue has registered a rate of growth of 14.35 per cent per annum and its contribution to total revenue has increased from 39.51 per cent in 1957-58 to 45.33 per cent in 1970-71. As compared with taxes on agricultural land and income and property, the taxes on commodities and services are contributing a larger part of states' own tax revenue. This is the effect of the policy of least resistance of state governments contrary to the idea of framing a progressive tax structure.

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after completing full one year of continuous operation. Here was one experiment conducted exclusively for the benefit of the people in remote rural areas. It enabled hundreds of thousands of villagers in 2,400 villages in six states of India to see TV programmes beamed from ATS-6 Satellite positioned in a geo-stationary orbit over Lake Victoria, Africa. Though primarily instructional the experiment did not lose sight of the entertainment aspect. Taking look-back at the experiment the author comes to the conclusion that TV is a great attraction. It can achieve what many programmes or projects could not do so over all these years. If used with care it can do a lot to improve the quality of life in the country-side.—*Reproduced.*

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The success, validity and utility of any public institution devised for development in a developing country should be assessed by the extent to which it helps expedite in bringing out the desired changes without disturbing the equilibrium in the society. So is the case with the Panchayati Raj in India. To expect miraculous improvements overnight without probing deep into the requirements for successful functioning of this system would be injudicious.—*Reproduced.*

IYER, HARIPAD R. SUBRAMONIA. (College of Post-Graduate Studies, Gandhi-gram, Tamil Nadu). Panchayati raj bodies for developing rural industries. Khadi Gramodyog, 22 (12) Sept. 76, p. 531-7.

If national development is going to be a reality for all of India, the rural village folk must be involved through village self helping organisations, especially Panchayati raj bodies, in the determining of goals. Panchayati raj bodies serve as instrument of rural socio-economic transformation and panchayati raj and community development are the twin pillars of rural democracy and rural community development in India.—*Reproduced.*

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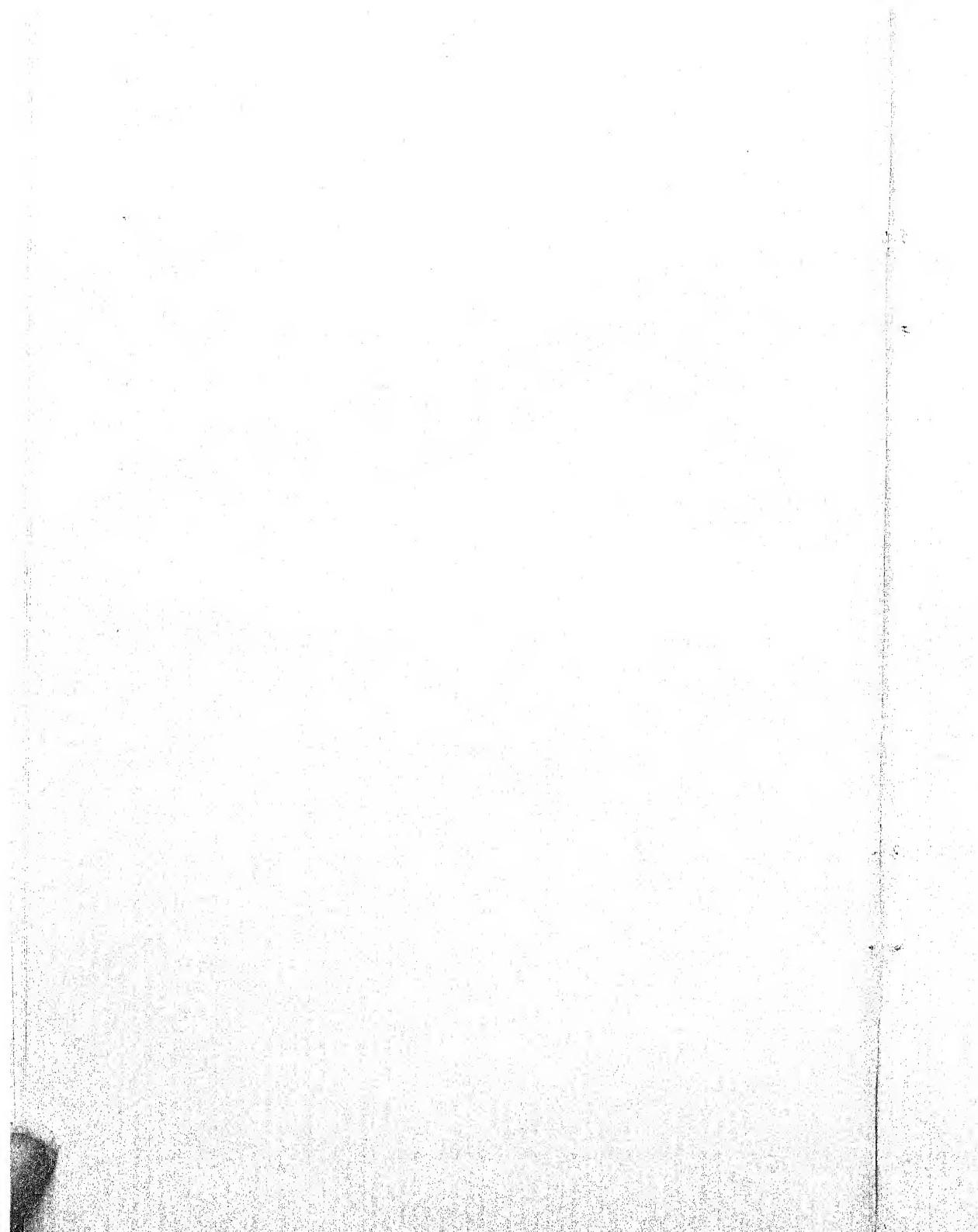
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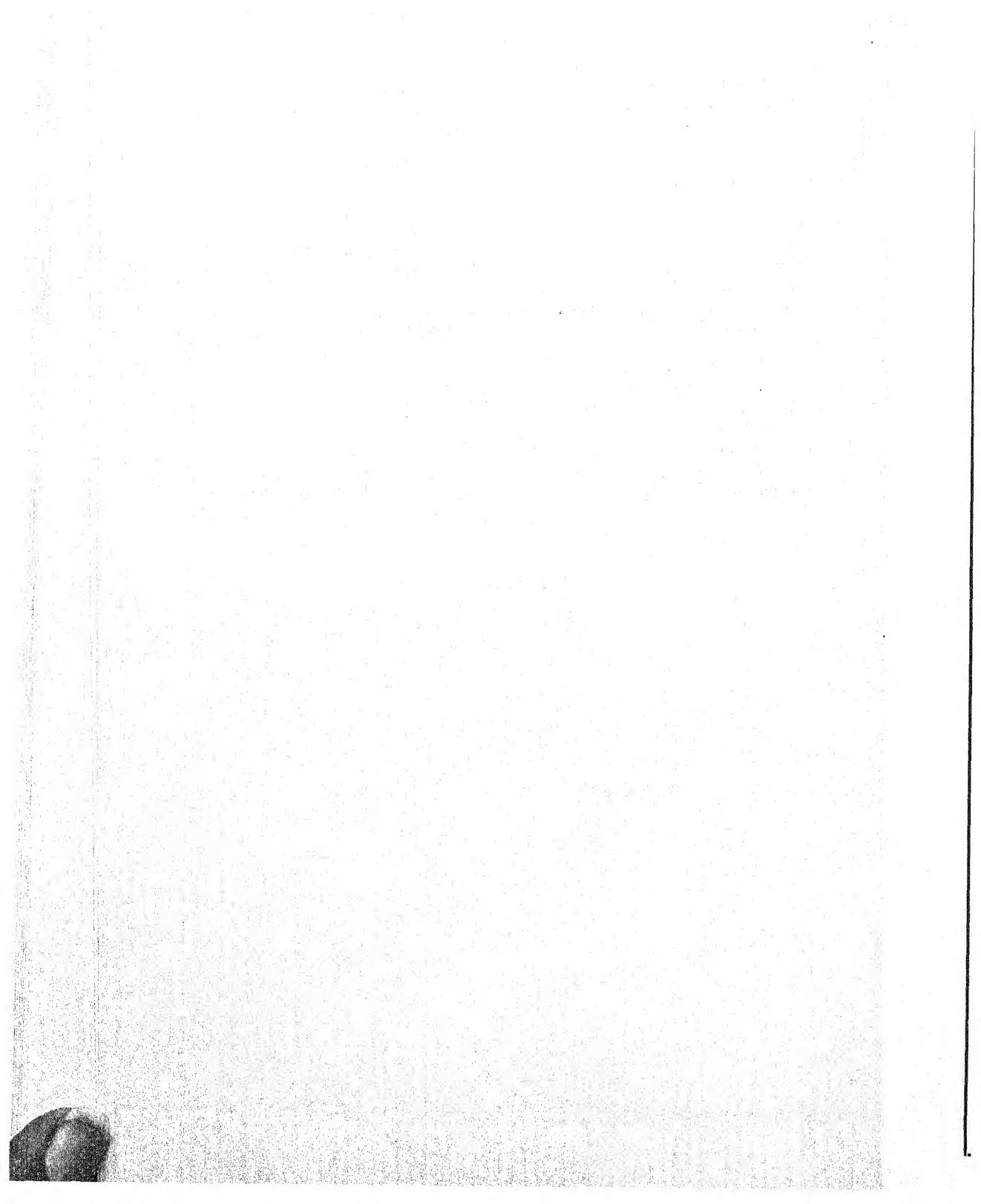
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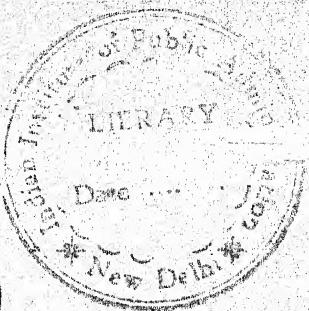
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Edited by T.N. Chaturvedi and printed and published by R. G. Mulgund for  
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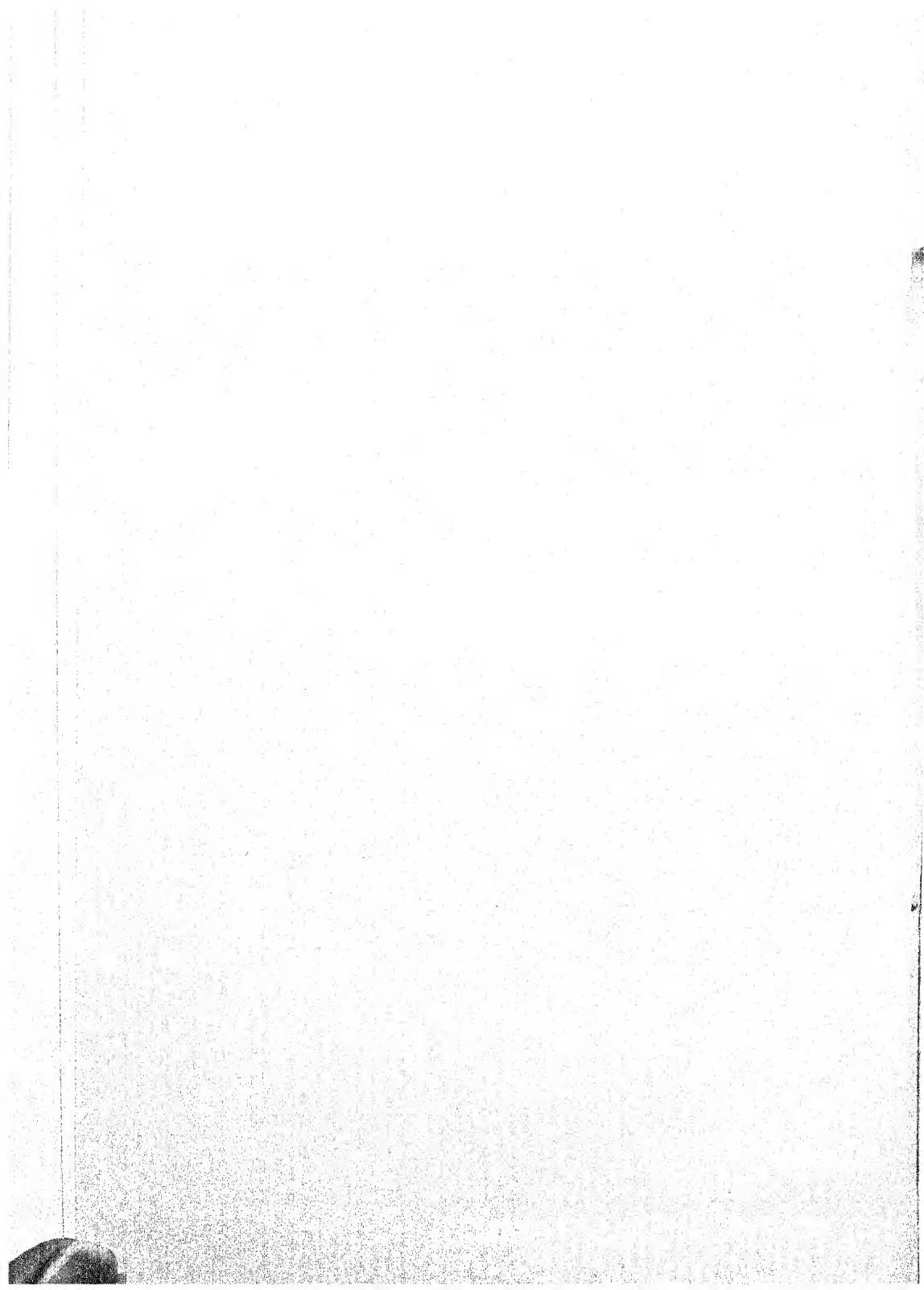
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WALLIN, JERRY A. and RONALD D. JOHNSON. The positive reinforcement approach to controlling employee absenteeism. *Personnel Journal*, 55(8) Aug., 76, p. 390-2.

### ACCOUNTING

MISHRA, N. Unit of measurement in accounting and the Sandilands Committee. *Chartered Accountant*, 25(5) Nov., 76, p. 357-9.

MURAO, BAHADUR. Administrative applications of management accounting. *Management in Government*, 8(2) July-Sept., 76, p. 119-31.

### ADMINISTRATIVE DECENTRALIZATION

BANNAGA, EL SUNNI. Decentralization and popular participation. *Sudan Journal of Administration and Development*, (10)76, p. 9-17.

### ADMINISTRATIVE DEPARTMENTALIZATION

DUBHASHI, P.R. (Divisional Commissioner, Belgaum, Karnataka). Departmentalism vs. area development: a dilemma of management in government. *Management in Government*, 8(2) July-Sept., 76, p. 111-18.

Balancing of the two fundamental factors—"function" and "area"—in devising and designing the administrative organizations is one of the basic problems of manage-

ment in government. In the Indian system of administration, the traditional approach has been to erect a vertical departmental hierarchy, which with the evolution of administrative organization in post-independent period has strengthened 'departmentalism' in the system of administration. Departmentalism is a manifestation of the functional factor in administration. The other basic factor, viz., 'area' is submerged in the departmental set-up because it exists at all levels and for all areas. The desired results are not achieved.

The author reviews a few attempts made to correct departmentalism concerning with the Community Development Programme, Command Area Development Authority, Drought Prone Area Development Authority and SFDA or MFAL Development Agencies. In all these cases the departmental authorities are brought under the umbrella of an integrated agency. The extent of successfulness of these experiments has been examined. The results are not encouraging. Does it mean that the integrated area development approach is invalid or is doomed to failure?—the author questions.

Distinguished characteristics of the area and the community must be reflected in programme planning and administrative organization. Departmentalism must be abolished which can be done by : (1) strengthening the forces of coordination and integration, and (2) continuous attempts to orient the departmental officers in the direction of the overall objective through programme of training.

## ADMINISTRATIVE DISCRETION

CHO, KEVIN. The inevitability of administrative discretion. *New Zealand Journal of Public Administration*, 38(3) Sept. 76, p. 1-10.

## ADMINISTRATIVE ORGANIZATION

BROWN, A.D. Organisational relationship charts. *Management Services*, 20(7) July 76, p. 4-8 ; 20 (8) Aug. 76, p. 8-13.

## ADMINISTRATIVE REORGANIZATION

KATYAL, K.K. Simplification of the official routine. *Hindu*, 16 Dec. 76, p. 8.

## AGRICULTURAL CREDIT

KAHLON, A.S. Rising farm debt in Punjab : major share for investment. *Economic Times*, 8 Nov. 76, p. 5.

NATARAJAN, B. Agricultural credit and commercial banks. *Swarajya*, 21(20) 13 Nov. 76, p. 2-5.

## AGRICULTURAL CREDIT, COOPERATIVE

OJHA, G. Effectiveness of cooperative credit for small farmers in Maharashtra. *Cooperative Perspective*, 11(3) Oct.-Dec., 76, p. 19-24.

## AGRICULTURAL DEVELOPMENT

BHATTACHARYA, PRANAB and ABDUL MAJID, Jr. Impact of green revolution on output, cost and income of small and big farmers. *Economic and Political Weekly*, 11(52) 25 Dec. 76, p. A-147-50.

The purpose of the present paper is to present in brief some of the important findings of a study "The Small Farmer of Punjab", carried out by the authors on behalf of the Agro-Economic Research Centre (AERC), Delhi, during 1973-74. The paper attempts to examine the differential impact of the green revolution on small and large farms in Punjab.

The effect of the green revolution in the relative position of small and big

farmers is examined in respect of their participation in technical change, productivity increases, income gains, etc. The ultimate purpose of the study is to throw some light on the basic question of the long-run viability of the small farm sector.

The reference period of the study is the agricultural year 1972-73—*Reproduced*.

KAHLON, A.S. Green revolution: some lessons from Indian experience. *Agricultural Situation*, 31(1) Apr. 76, p. 3-5.

MICHIE, ARUNA NAYYAR. (Michigan State University, East Lansing, Michigan). Structural inequality and agrarian change. *Development Policy and Administration Review*, 2(1) Jan.-June, 76, p. 9-38.

There has been much debate on the inadequacy of current approaches to agricultural modernization. The author summarizes the findings of his research conducted in two villages of Rajasthan between 1972-73, and place them in three categories: (1) economic ramifications of change ; (2) respondents perceptions of these in terms of their wellbeing; and (3) the link between these perceptions and the political process. From these some implications for new directions in public policy for agricultural modernization are drawn. The policy implications are discussed under three heads: (1) the issue of land ; (2) farm productivity ; and (3) the landless. On the issue of land two recommendations are made, *viz.*, a downward revision of ceiling, and an abolition of agricultural tenancies. Two basic policy areas are involved in farm productivity. First, improved bio-chemical input and mechanical technology suited to small holdings must continue to flow to farmers along with the necessary advice and, secondly, land taxation should be based on what the land can produce given the inputs available. For the landless; a recommendation is made for the encouragement of regional service/business centres in which agriculture based industry can be used to provide employment.

PATEL, N.T. and D.S. PARMAR. Resource utilisation and returns to small farmers: a case study of Patan Taluk. Economic Times, 9 Dec. 76, p. 5; 10 Dec. 76, p. 5.

SHAH, S.M. Indian agriculture in 2001. Eastern Economist, 67(14) 1 Oct. 76, p. 655-7.

SWAMINATHAN, M.S. Agricultural self-sufficiency. Agricultural Situation in India, 31(2) May 76, p. 59-61.

YECHURI, SITARAM. Inter-state variations in agricultural growth rate, 1962 to 1974. Economic and Political Weekly, 11(52) 25 Dec. 76, p. A-151-5.

Variations in agricultural growth rates, it is argued here, are dependent on the levels of private investment. For understanding the causes of these variations across states and of the deceleration of growth rates of agricultural production on the all-India level in the period since 1964-65, an understanding of the determinants of private investment is essential.

This paper is confined to: (i) analysing the extent to which the variations in the growth rate of irrigation explain the variations in the growth rate of agricultural production across the states, and (ii) showing that private investment played a significant role in bringing about the increases in area under irrigation—*Reproduced.*

#### AGRICULTURAL MARKETING

LONDON, PAUL A. A role for merchants in development. International Development Review, 18(2) 76, p. 11-14.

RAJENDRA PRASAD. Agricultural marketing. Eastern Economist, 67(24) 10 Dec. 76, p. 1137-9.

#### AGRICULTURE

INDIAN Society of Agricultural Economics, 36th Annual Conference, 1976. Impact of increase in input prices on profitability and production. Indian Journal of Agricultural Economics, 31(3) July-Sept. 76, p. 63-156.

SAU, RANJIT. Can capitalism develop in Indian Agriculture? Economic and Political Weekly, 11 (52) 25 Dec. 76, p. A-126-36.

In this paper we are concerned with the prospects of agrarian capitalism in India. To begin with, an outline of the Kautsky-Lenin laws and the limits of capitalism in agriculture is given in Section I. The operation of these laws in a colonial or semi-colonial milieu is examined in Section II. Then we come to India, in particular, in Section III. It seems to us that the controversy about the extent of capitalist development in Indian agriculture has been marred by certain conceptual ambiguity. Section IV makes an attempt to help clear the air. The last section contains a few concluding remarks.—*Reproduced.*

**AGRICULTURE—ECONOMIC ASPECTS**  
HODGE, IAN D. Social costs in modern agricultural practice: some possible approaches to their evaluation. Journal of Environmental Management, 4 (3) July 76, p. 225-40.

#### AGRICULTURE—TAXATION

KRZYZANIAK, MARIAN and SULEYMAN OZMUCUR. The short-run burden of taxes on Turkish agriculture in the sixties. Public Finance, 31(1) 76, p. 31-57.

SUD, SURINDER. Farm profits fall as costs rise: no scope for more taxes. Times of India, 17 Dec. 76, p. 8.

#### AGRICULTURE AND TECHNOLOGY

BENITO, CARLOS A. Peasants' response to modernization projects in minifundia economics. American Journal of Agricultural Economics, 58(2) May 76, p. 143-51.

HANUMANTHA RAO, C. H. Factors endowments technology and farm employment: comparison of east Uttar Pradesh with west Uttar Pradesh and Punjab. Economic and Political Weekly, 11(39) 25 Sept. 76, p. 117-23.

INDIAN Society of Agricultural Economics, 36th Annual Conference, 1976. Energy

requirements of different farm systems. Indian Journal of Agricultural Economics, 31(3) July-Sept. 76, p. 157-268.

SWAMINATHAN, M. S. Science and integrated rural development. Development Policy and Administration Review, 2(1) Jan.-June 76, p. 71-93.

#### AIR POLLUTION

GHATE, P.B. Air pollution in Bombay: the emissions charge approach. Economic and Political Weekly, 11(44) 30 Oct. 76, p. 1735-40.

#### ANTHROPOLOGY

MATHUR, HARI MOHAN. Anthropology in the development process. Development Policy and Administration Review, 2 (1) Jan.-June 76, p. 39-49.

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GREENHUT, JEFFREY. Armies of India from the Aryans to the Marathas. U.S.I. Journal, 106 (442) Jan.-Mar., 76, p. 30-41.

PALIT, D.K. China's military potential. Hindustan Times, 1 Dec. 76, p. 9.

#### ATTITUDE

RAMESH, K.S. and J. PANDU RANGA RAO. An index of diversity for measuring attitudinal consensus. Behavioural Sciences and Community Development, 10 (2) Sept. 76, p. 96-9.

It is the study on the attitude of farmers and agricultural labourer towards the trade unions for agricultural labourers. The level of attitudinal diversity within and between the two groups of farmers and labourers is measured with the help of the index of attitudinal diversity.—*Reproduced.*

ZELENY, MILAN. The attribute-dynamic attitude model (Admn.). Management Science, 23(1) Sept. 76, p. 12-26.

#### AUDITING

SUBRAMANIAM, V. Internal auditing of purchases. Chartered Accountant, 25(5) Nov. 76, p. 360-2.

#### AUDITORS

ROBERTSON, BRUCE M. The independent auditor: a reality, not a myth. Chartered Accountant, 25(5) Nov. 76, p. 363-9 ; Comments by Ebrahim S.H. Dahodwala, p. 370-3; A.D.E. de S. Wijeyeratne, p. 373-7.

#### AUSTRALIA—GOVERNMENT

SUTER, KEITH. Australia's new government. Contemporary Review, 229(1326) July 76, p. 8-14 ; 229(1327) Aug. 76, p. 57-63.

#### BACKWARD REGIONS

CHATTOPADHYAY, P. A.B.A.D.: the task of developing the backward areas. Capital, 177 (4441) 2 Dec. 76, p. 780-3+

The Authority for Backward Area Development (A.B.A.D.) will have the initial task of striking a delicate balance between the techno-economic and techno-managerial requirements of small-scale units on the one hand and the unifications of directions given by multiple agencies on the other. It deserves a fair try in facing the challenge of developing the backward areas.—*Reproduced.*

#### BAIL

FRIEDMAN, LEE S. The evolution of a bail reform. Policy Sciences, 7(3) Sept. 76, p. 281-313.

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ASHAKANT. Banks and implementation of 20-point programme. Economic Times, 11 Dec. 76, p. 5.

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#### BANKS—FINANCE

RAO, K.V. Financial statement of banks. *Economic Times*, 30 Dec. 76, p. 5.

The article attempts to analyse some important items in balance sheet/profit and loss statements for 1975 of seven nationalised banks.

#### BETTERMENTS—TAXATION

ARCHER, R.W. The Sydney betterment levy, 1969-1973: an experiment in functional finding for metropolitan development. *Urban Studies*, 13(3) Oct. 76, p. 339-42.

#### BHILAI STEEL PLANT

BHILAI : accelerating the growth of industrialization: a feature. *Hindustan Times*, 7 Dec. 76, p. 10-11 ; *Hindu*, 7 Dec. 76, p. 6-7.

*Contents:* Bhilai's growth to glory, by Sheo Raj Jain ; Expansion capacity to 4 million tonnes, by D.R. Ahuja ; High production tempo boosts performance, by K.S. Nagi ; Management of human resources in Bhilai: traditions and practices, by Kamal Kishore ; Achievements of plant's captive mines, by B. Mukherjee.

#### BIRTH CONTROL

BOPARAI. How far should law and morality be differentiated and the question of abortion. *Journal of the Indian Law Institute*, 18(1) Jan.-Mar. 76, p. 85-114.

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GOPALA KRISHNAYYA, K. and R. RAM MOHAN RAO. Management of family planning programmes. *Management in Government*, 8(1) Apr.-June 76, p. 15-26.

JAIN, ANRUDH K. Identification of target group for vasectomy. *Economic and Political Weekly*, 11(51) 18 Dec. 76, p. 1967-8.

SHABBIR, SHEIKH. Is religion against family planning ? *Yojana*, 20(20) 15-30 Nov. 76, p. 25-6.

WADIA, AVABAI B. Family planning in the People's Republic of China. *Journal of Family Welfare*, 23(1) Sept. 76, p. 3-10.

WARE, GLENN O. and PHILLIP M. DICKERT. A management planning model

for the delivery of family planning services. *Socio-Economic Planning Sciences*, 10(4) 76, p. 155-8.

WHITNEY, VINCENT HEATH. Population planning in Asia in the 1970s. *Population Studies*, 30(2) July 76, p. 337-51.

#### BOMBAY CITY

BOMBAY exclusive issue. Quarterly Journal of the Local Self-Government Institute (Bombay), 47(1) July-Sept. 76, p. 3-101 (entire issue).

#### BONUS

GOEL, V.K. Linking bonus to productivity? *Productivity*, 17(3) Oct.-Dec. 76, p. 329-40.

KARNIK, V.B. Bonus, production and productivity. *Economic Times*, 4 Oct. 76, p. 5

—Linking of bonus with productivity. *Economic Times*, 6 Dec., 76, p. 5.

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#### BRAIN DRAIN

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SHARMA, G.D. Brain drain controversy: a survey. *Mainstream*, 15 (11) 13 Nov. 76, p. 15-20.

#### BUDGET—PROCEDURE

BAKER, N.R., W.E. SOUDER, C.R. SHUMWAY, P.M. MAHER and A.H. RUBENSTEIN. A budget allocation model for large hierarchical R & D organisations. *Management Science*, 23(1) Sept. 76, p. 59-70.

#### BUDGET, CAPITAL

MEHTA, ARVIND. Pay-back period method: improvements for exact capital budgeting decisions. *Management Accountant*, 11(12) 1 Dec. 76, p. 959-62.

#### BUDGET, DEFICIENCY

SEN, PRADIP KUMAR. Effectiveness of deficit financing in Developing Countries. *Indian Finance*, 98(19) 6 Nov. 76, p. 446-9.

#### BUREAUCRACY

GROSSBERG, KENNETH A. Bakufu Bugyonin: the size of the lower bureaucracy in Muromachi Japan. *Journal of Asian Studies*, 35(4) Aug. 76, p. 651-4.

KHANNA, K.C. The administrative machine: giving a rural bias to bureaucracy. *Times of India*, 24 Nov. 76, p. 8.

TRIVEDI, R. K. (Department of Personnel and Administrative Reforms, Government of India, New Delhi). Administrator and the development challenge. *Development Policy and Administration Review*, 2 (1) Jan.-June 76, p. 5-8.

In the continuously changing environment of today the administrator basically is a manager of change. There are disparities in development at the international level, at the national level and even at the regional level. The administrator as a manager of change has an opportunity to contribute his skills and knowledge to stimulate the development process in the way that should help narrow down the existing disparities. Author's own concept of an administrator is that he essentially is concerned with managing change to the best advantage of all in the society he serves. He has to stimulate change at a speed that the shock experience becomes widespread and more frequent.

The article is based on the Valedictory Address delivered on 15th May 1976 at the HCM State Institute of Public Administration, Jaipur on the conclusion of an All India Training Programme for Officers promoted to the IAS from State Services.

#### BUSINESS

BUSINESS and Society. *Management Review*, 65(7) July 76, p. 4-35 (entire issue).

### CABINET SYSTEM

KATYAL, K.K. Ministry in Gujarat: then and now. Hindu, 25 Dec. 76, p. 8.

ROBSON, WILLIAM A. What the Crossman diaries actually contain. Political Quarterly, 47(3) July-Sept. 76, p. 276-85.

### CALCUTTA CITY

GUPTA, R.P. Calcutta: a brief history. Yojana, 20(20) 15-30 Nov. 76, p. 6-8.

SEN, BHOLANATH. Calcutta 2000 AD. Yojana, 20(20) 15-30 Nov. 76, p. 17-22.

### CAPITAL PUNISHMENT

Mc KEE, DAVID L. and MICHAEL L. SESNOWITZ. Welfare economic aspects of capital punishment. American Journal of Economics and Sociology, 35(1) Jan. 76, p. 41-7.

### CAPITALISM

FEIWEL, GEORGE R. Kaleckian perspective on modern capitalism. Economic and Political Weekly, 11(50) 11 Dec. 76, p. 1928-31.

### CAREER SERVICE

BOLAR, MALATHI (Institute of Applied Manpower Research, New Delhi). Career planning. Manpower Journal, 12 (2) July-Sept. 76, p. 108-17.

The purpose of career planning is to develop an organisation system for planning individual career of all employees within the framework of the total organisational situation and requirements. The article discusses a few steps considered critical for developing a system of career planning for any organisation in the context of the existing knowledge, perceptions and practices regarding career and other personnel systems in India. The steps are: (1) Organisational analysis: flexibility of the organisation structure and development paths; (2) Improving appreciation of internal careers; (3) Ana-

lysis of personnel inventory and future manpower plans; (4) Develop career paths; and (5) Continuous counselling and education.

### CHILD LABOUR

SURENDRA SINGH. Child labour: some sociological observations on children's employment in rural areas of U.P. Labour Bulletin, 36(6) June 76, p. 5-7.

### CHINA—POLITICS

CHINA: Politics and policies. Problems of Communism, 25(4) July-Aug. 76, p. 1-48.

LIAO, KUANG-SHENG. Linkage politics in China: internal mobilization and articulated external hostility in the cultural revolution, 1967-69. World Politics, 28(4) July 76, p. 590-610.

OKSENBERG, MICHEL. The exit pattern from Chinese politics and its implications. China Quarterly, (67) Sept. 76, p. 501-19.

### CITIES AND TOWNS

GLEASON, WILLIAM E. The all-Russian union of towns and the politics of urban reform in Tsarist Russia. Russian Review, 35(3) July 76, p. 290-302.

KIRP, DAVID L. "Growth management" zoning, public policy, and the courts. Policy Analysis, 2(3) Summer 76, p. 431-58.

SUNDARAM, K.V. (Planning Commission, New Delhi), P.K.S. NAIR and R.K. WISHWAKARMA (Town and Country Planning Organisation, New Delhi). Some aspects of demographic analysis of medium size towns in India. Nagarlok, 8(3) July-Sept. 76, p. 1-30.

The term medium-size towns is somewhat elusive to define in the national context. An attempt is made here to define a medium-size town and then to analyse five selected characteristics—growth, sex-ratio, age-structure, working force

composition and migration pattern. The objective is to find out the distinguishing features of medium-size towns in India with respect to the selected characteristics. A sample of 48 towns has been taken on a random basis and the time coverage is limited to a decade before and after base year, 1961. It is through the development of medium size towns that regional growth can be accelerated.

### CITY PLANNING

AHMED, SHEIKH. Thin out the houses. Local Government, 7(10) Oct. 76, p. 9-12.

DRAPER, JAMES A. (Ontario Institute for Studies in Education, Toronto) and T.K.N. UNNITHAN (University of Rajasthan, Jaipur). Citizen participation in planning: a case study of citizen awareness of Jaipur city plan. Development Policy and Administration Review, 2(1) Jan. June 76, p. 51-70.

In this article, the researchers examine as a case study, citizen awareness of the Jaipur city Draft Master Plan. The report of the Plan as well as other government statements stress the importance of citizen participation in the planning process. This study attempts to determine the extent to which the citizens of Jaipur and its immediate surroundings are, in fact, aware of the plan and its implementation when implemented. The study also focuses on the attitudes of the citizens as to what responsibility they feel toward implementing and influencing the Plan. The study shows that out of a sample of 400 households in Jaipur city and its environs, 20 per cent were aware of the Plan. The authors present, analyse and interpret the data collected in the study and identify some of the basic principles relating to citizen participation.—*Preamble*.

INNOVATIONS in local planning. Palnner, 62(5) July 76, p.139-44 ; 62(6) Sept. 76, p. 174-9.

*Contents:* Introduction, by John Perry; Experience in a Shire county: Hertfordshire,

by Jed Griffiths; Experience in a metropolitan district Wakefield, by David Whitney, Peter Spawforth and Tony Ray ; Local plans, structure plans and policy planning, by Colin Fudge; Local planning and area management, by Robin Hambleton.

KOPARDEKAR, H.D. (Urban Development, Public Health and Housing Dept., Government of Maharashtra). Better Bombay; planning for better environments. Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 49-63.

In this article the author discusses in detail a ten-point programme to make Bombay the *Urbus Prima* of India a beautiful place to live in. The ten-point programme includes the proper use of open space and skyline, new transport and communication pattern, slum improvement and pollution control.

He suggests that all open spaces, beaches, hilly and wooded areas be kept free from all obligation. Protection of public and private civic amenities needs to be made statutory obligation. Noise pollution which is posing increasing menace to urban life needs special attention. As a preventive measure permission for playing loudspeakers in residential zones should be sparingly granted.—*Reproduced*.

PARSONS, J.E. Financing of new towns in England and Wales. Local Finance, 5(3) June 76, p. 3-11.

SELF, PETER. Hong Kong: ideal city region? Town and Country Planning, 44(9) Sept. 76, p. 394-7.

WHITEHEAD, PATRICK T. Public participation in structure planning: a review article. Town Planning Review, 47 (4) Oct. 76, p. 374-83.

WILLIAMS, SYDNEY H. Citizen participation in city and regional planning: an effective American methodology. Town Planning Review, 47 (4) Oct. 76, p. 349-58.

### CIVIL LIBERTIES

JOYCE, JAMES AVERY. Human rights: a new dimension? Contemporary Review, 229 (1328) Sept. 76, p. 125-30.

### CIVIL PROCEDURE

MINATTUR, JOSEPH. The story of a civil code. Journal of the Indian Law Institute, 18(1) Jan-Mar. 76, p. 149-52.

VENKATARAMANAN, T.R. Section 80, Civil Procedure Code as amended by Code of Civil Procedure (Amendment) Act 104 of 1976. Madras Law Journal, 151(18) Nov. 76, p. 41-2.

### CIVIL SERVICE

CHOWDHARY-BEST, GEORGE. A note on the temporary civil servant. Public Administration (UK), 54 Autumn 76, p. 333-40.

DARDA, R.S. (Udaipur University). Role of civil servants in decision making at zila parishads. Prashasnika, 4(3-4) July-Dec. 75, p. 47-53.

Democratic institutions responsible for taking authoritative decisions have two sets of participants—people's representatives and civil servants. In developing countries like India, civil servants have assumed greater significance because of ignorance and inexperience of the people's representatives. This is a case study of the participation of the civil servants in the process of decision making in the standing committees of Udaipur Zila Parishad. The participation has been classified into two categories : qualitative and quantitative. The participation of civil servants in Finance, Administration and Taxation Standing Committee is less than adequate. Measures are necessary to make it constructive, positive and healthy. In Social Service Standing Committee the officers are fairly active and enthusiastic, and are ready to help out the people's representatives in various problems. The role of civil servants in Productions Standing Committee is fairly contributory, constructive and encouraging.

The meetings of Education Standing Committee are normally postponed for want of the quorum. It appears to be the victim of the apathy of political leaders. The civil servants serve a useful purpose in the Committees but the role as "friend, philosopher and guide" is not played to the desirable extent.

DATTA-RAY, SUNANDA K. Civil service reforms : crash course pukka sahibs. Statesman, 23 Dec. 76, p.4.

There is no argument against Mrs. Gandhi's plea that civil servants should manifest 'a commitment to people's urges and aspirations and recruitment should be rural oriented'. But it will be misinterpretation of her plea if it is suggested that there should be reserve quotas for candidates from poor homes, villages and depressed classes. With insufficient qualifications they may not be able to understand rural problems and people. The old administrators used to go to *Shikars*, etc., which gave them opportunities to understand the rustic life and its problems. Present-day SDO's and Commissioners operate from the bungalow offices and rarely move out, instead they keep a close watch on the ladder of promotion. Mrs. Gandhi suggested that the senior officials should periodically work in fields and factories. If IAS are to survive, they must change with time and leave their obsession for prestige. The values which sustained officers and gentlemen are at a discount today and forgotten in the rush to turn out pukka sahibs through a crash course. The social graces are less important today. The officers must win the confidence of villagers and know and discuss their problems with them and work in harmony with M.Ps. and M.L.As. who may be no more urbane. The UPSC has dismissed the general feeling that selection is based on fluency of the English. Vernacular language was introduced as option in 1972. It is now seen that a quarter of new entrants are from villages, one third from less than Rs. 8,000 annual income group and 14 per cent are children of non-matriculates. Such a healthy

diffusion should have created deeper sense of involvement, but, unfortunately, it is observed that only these people are keeping greater distance between themselves and the people. Private ambition, encouraged by community perspectives and urban values, is to be blamed.

**HOFF, J. DOUGLAS.** The continuity of the civil service through elections. Indian Finance, 168 (25) 18 Dec. 76, p. 594.

**McGINLEY, MICHAEL.** Pay negotiation in the public service. Administration, 24(1) Spring 76, p.76-95.

**RAO, B.G.** Commitment in the civil services. Indian Express, 14 Dec. 76, p.4.

Not many years ago, the Prime Minister Mrs. Indira Gandhi demanded that there should be greater sense of commitment among public services. By commitment, later on she explained, what she had intended was greater commitment to their duties. Last year the President of a Pradesh Congress Committee had suggested that only near relatives of Congressmen should be selected to the public services to faithfully carry out the party's policies.

Size of the country, the vastness of its population and its religious, linguistic and cultural diversity are our special problems. These have necessitated a constitution based on federal structure, a multi-party parliamentary democracy and a multi-party system. Instead of looking towards the working of civil services in other countries, we should have our own ideas of the nature and extent of civil service commitment. If the commitment is to the basic principles of democracy, secularism and social justice, it is welcomed. But, if it means accord with the policy objectives of the Government of the day, certain problems arise. Any party can win over the elections and form the government and lay down their own objectives to be committed to.

The concept of commitment takes added importance in the days of Emergency where

targets of achievements are prescribed and punishments are detailed for failure to achieve them.

Commitment needs to be examined afresh especially in the wake of the 1975 amendment of Representation of People Act, which engender doubts in the citizens mind about the vast opportunity provided to officers whose commitment is to whichever party might be in power rather than to the Constitution or to the principles of social justice underlying it.

**THOMPSON, FRANK J.** Minority groups in Public bureaucracies : are passive and active representation linked ? Administration and Society, 8(2) Aug. 76, p. 201-26.

**TURBET, KEN.** The public image of the public service. ACOA, 56(6) July 76, p. 10-12.

Address to the Royal Institute of Public Administration, Victorian Regional group.

#### CIVIL SERVICE AND LEGISLATORS

**HUDSON, MILES.** The political secretary, Political Quarterly, 47(3) July-Sept. 76, p.297-306.

#### CIVIL SERVICE COMMISSIONS

**KATYAL, K.K.** Multiplicity of recruitment agencies. Hindu, 11 Nov. 76, p. 8.

The Union Public Service Commission is concerned with the selection of a mere three per cent of the employees. Banks, public undertakings, quasi-government bodies and other research organisations have their own arrangements. Secondly, the UPSC selects only 2.7 per cent of the total number of candidates that appear before it. The expertise and objectivity, built up by the UPSC over the years is not made use of by many of the employing agencies and the qualified candidates are to appear before an array of recruitment bodies while trying their luck. Improvements could be effected by simplifying and systematising the work of recruitment for similar jobs offered by different employers by doing away with the multiplicity of recruitment

agencies. In this respect, the suggestions of UPSC Chairman, Dr. A.R. Kidwai for creating a National Merit Examination and utilisation of UPSC's expertise and experience to that end need to be considered.

#### COALITION GOVERNMENTS

PEIRIS, DENZIL. Japan's age of coalition: smug LDP old guard. *Times of India*, 22 Dec. 76, p. 8.

#### COLLECTIVE BARGAINING

DRAZNIN, JULIUS N. Letting the sunshine into collective bargaining. *Personnel Journal*, 55(10) Oct. 76, p. 511-12+

PATIL, B.R. Collective bargaining and conciliation in India. *Indian Journal of Industrial Relations*, 12(1) July 76, p. 41-60.

ROBINOVITCH, RAMON and ITZHAK SWARY. On the theory of bargaining, strikes, and wage determination under uncertainty. *Canadian Journal of Economics*, 9 (4) Nov. 76, p. 668-84.

#### COLLECTIVE FARMING

MCHENRY, DEAN E., Jr. The Ujamaa village in Tanzania : a comparison with Chinese, Soviet and Mexican experiences in collectivization. *Comparative Studies in Society and History*, 18 (3) July 76, p. 347-70.

#### COMMUNICATION IN MANAGEMENT

CHAUDHARY, A.S. and LALMANI PRASAD (Kurukshetra University, Kurukshetra). Problems of upward communication in public sector enterprises. *Integrated Management*, (127) Nov. 76, p. 33-6.

Communication is the process through which two or more persons come to exchange ideas and understanding themselves. It is a fundamental factor in the organisational functioning, as such, a free and adequate flow of communication in all directions is essential in the organisation. Upward communication, however, deserves

special care and nurturing because of its special significance, which is generally not adequately realised by the supervisors and also because of its special nature which makes it much more susceptible to obstructions and bottlenecks preventing its smooth flow—*Reproduced*.

#### COMMUNITY

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*Contents:* Communities, associations, and the supply of collective good, by Jan Smith ; The city as a growth machine : toward a political economy of place, by Harvey Molotch ; Industrialization and stratification of cities in suburban regions, by John R. Logan ; Notes on the growth machine : toward a comparative political economy of place, by John R. Logan ; Varieties of growth strategy : some comments on Logan, by Harvey Molotch.

HERBERT, D.T. and J.W. RAINES. Defining communities within urban areas : an analysis of alternative approaches. *Town Planning Review*, 47 (4) Oct. 76, p. 325-38.

#### COMMUNITY DEVELOPMENT

CORINA, LEWIS. Community work and local authority decision making : potential and problems. *Community Development Journal*, 11(3) Oct. 76, p. 174-84.

PRASAD, K. NIRMAL KUMAR. An integrated approach to rural reconstruction. *Khadi Gramodyog*, 23(2) Nov. 76, p. 124-30.

ROBERTSON, A.F. Rules, strategies and the development committee. *Community Development Journal*, 11(3) Oct. 76, p. 185-91.

VERGHESE, B.G.—Vasna : a promising experiment in urban community development. *Commerce*, 133 (3412) 16 Oct. 76, p. 703-4.

The lot of urban poor in India is far from enviable. A unique blend of voluntary and official action, spearheaded by

the Ahmedabad Study Action Group, has succeeded in evolving a methodology of participation for urban community development at Vasna, just outside Ahmedabad. At Vasna, river bed slum families who lost everything in 1973 Sabarmati floods have been resettled. Various problems faced and the measures taken to solve them are analysed. The potential of Vasna project is far greater and its realisation can open new doors of opportunity and hope for urban India.

VERMA, H.S. Science and technology in rural development : organisational implications of Karimnagar project. Economic Times, 19 Oct. 76, p. 5.

WALLIS, MALCOLM. Community Development in Kenya : some current issues. Community Development Journal, 11 (3) Oct. 76, p. 192-8.

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HAMNET, CHRIS. Social change and social segregation in Inner London, 1961-71. Urban Studies, 13 (3) Oct. 76, p. 261-71.

SARKISSIAN, WENDY. The idea of social mix in town planning : an historical review. Urban Studies, 13(3) Oct. 76, p. 231-46.

#### COMPUTERS

KOHLI, F.C. Social change and computers. Computer Society of India Newsletter, 11(8) Feb. 76, p. 9-12.

—Software consultancy. Computer Society of India Newsletter, 11(8) Feb. 76, p. 20-2.

#### CONSOLIDATION AND MERGER OF CORPORATIONS

PFEFFER, JEFFREY and PHILLIP NOWAK. Joint ventures and inter-organizational interdependence. Administrative Science Quarterly, 21(3) Sept. 76, p. 398-418.

### CONSTITUTIONAL LAW

AMERICAN Academy of Political and Social Science. Bicentennial Conference on the Constitution : a Report to the Academy. Annals of the American Academy of Political and Social Sciences, 426 July 76, p. 1-219 (entire issue).

#### CONSTITUTIONS—AMENDMENTS

ANTULAY, A.R. The constitution, the Supreme Court and the basic structure. Socialist India, 13(24) 13 Nov. 76, p. 4C-4D+

HARI SWARUP. The ten commandments. Socialist India, 13 (23) 6 Nov. 76, p. 7-8.

NAMBOODIRIPAD, E.M.S. Amendments—in what direction. Indian Express, 25 Oct. 76, p. 5.

NARASIMHAN, V.K. Who is sovereign? Indian Express, 28 Oct. 76, p. 4.

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NAYAR, KULDIP. A dialogue is still the way out. Indian Express, 29 Oct. 76, p. 5

NOORANI, A.G. The Bill and the judiciary. Indian Express, 30 Oct. 76, p. 4.

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PALKHIWALA, N.A. The light of the Constitution. Indian Express, 22 Oct. 76, p. 4.

RANGACHARI, K. Constitution Bill : precedence of directive principles. Statesman, 2 Nov. 76, p. 4.

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Edited version of a talk delivered at India International Centre on August 25, 1976.

RATNA REDDY, A.V. Who is anti-national? Indian Express, 8 Nov. 76, p. 4.

SOCIALIST India. Convention of constitutional amendments (held at New Delhi on Oct. 16-17, 1976). Socialist India, 13 (21) 23 Oct. 76, p. 3-104 (entire issue); 30 Oct. 76, p. 1-50 (entire issue).

SWARAN SINGH. Constitution amendment. Socialist India, 13 (20) 16 Oct. 76, p. 5-8; 13 (23) 6 Nov., 76, p. 13,16.

TARKUNDE, V.M. A new constituent assembly? Indian Express, 25 Oct. 76, p.5.

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KRATTENMAKER, THOMAS G. The Federal Trade Commission and consumer protection. California Management Review, 18 (4) Summer 76, p. 89-104.

PITTLE, R. DAVID. The Consumer Product Safety Commission, California Management Review, 18 (4) Summer 76, p. 105-9.

CONTRACT LABOUR—ASSOCIATIONS  
DEVADHAR, Y.C. A case study of Sholapur Zilla Labour Contract Societies' Cooperative Federation Ltd., Sholapur. Cooperative Perspective, 11(3) Oct.-Dec. 76, p. 52-61.

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CONTROL theory applications : macroeconomics. Annals of Economic and Social Measurement, 5(2) Spring 76, p. 171-261 (entire issue).

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#### COOPERATION

MOHANAN, N. Cooperative dualism in India. Indian Review of Public and Cooperative Economy, 5(1) Jan.-Mar. 76, p. 8-9.

#### COOPERATION DEPARTMENTS

NADKARNI, R.V. (Vaikunth Mehta National Institute of Cooperative Management, Pune). Problems of cooperative administration. Cooperative Perspective, 11(3) Oct.-Dec. 76, p. 1-7.

Cooperative administration has certain problems which are common to all departments of public administration. The author briefly traces the origin and development of the department of cooperation and points out certain problems, *viz.*: (1) whether the work pertaining to all different types of cooperatives should be concentrated in a single department of co-operation or should be divided between different departments ; (2) the formulation and implementation of plans for organisation and development of cooperatives ; (3) State partnership, state assistance and the consequent larger measures of state control; and (4) need for professionalisation of management of cooperative enterprises through the application of scientific principles of management.

#### COOPERATIVE BANKS

SIMHA, S.L.N. Integration of cooperative credit institutions. Swarajya, 21(24) 11 Dec. 76, p. 1-3.

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#### COOPERATIVE SOCIETIES

ANDERSSON, NILS R., KAI BLOMQVIST and LENNART ELIASSON. The transfer of economic control to wage-earners, citizens and consumers : a Swedish view. Review of International Cooperation, 69 (3-4) 76, p. 100-6.

CHAKRAVARTY, NITISH. Effective instrument of social service. Hindu, 9 Dec. 76, p. 8.

CRAIG, JOHN G. Representative control structures in large cooperatives. Annals of Public and Cooperative Economy, 47(2) Apr.-June 76, p. 159-79.

NADKARNI, R.V. Glimpses of the cooperative movement in the Philippines. Cooperative Perspective, 11(3) Oct.-Dec. 76, p. 36-42.

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#### CORPORATION LAW

JAIN, R.R. Amendments to Section 314 of the Companies Act, 1956. Chartered Accountant, 25(5) Nov. 76, p. 345-50.

KANORIA, A.R. Need to mitigate the rigours of the Companies Act. Capital, 177(442) 9 Dec. 76, p. 822+.

#### CORPORATIONS

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#### CORPORATIONS—ACCOUNTING

KALYANARAMAN, V. Social Audit : responsibility of companies. Indian Manager, 7(3) July-Sept. 76, p. 320-7.

#### CORPORATIONS—FINANCE

CHAKRAVARTY, A.K. Prediction of financial sickness through analysis of financial statements. Chartered Accountant, 25(5) Nov. 76, p. 351-6.

CHATTOPADHYAY, P. Evaluation of financial management. Management in Government, 8(1) Apr-June 76, p. 27-30.

GOPAL, V.K. Financing strategy for corporate growth : guidelines for monitoring. Economic Times, 11 Oct. 76, p. 5.

—Financing strategy for corporate growth: institutional approach. Economic Times, 9 Oct. 76, p. 5.

MATHUR, A.C. Comparative cost of term loan and D.P.G. Economic Times, 23 Nov. 76, p. 7+

#### CORPORATIONS—TAXATION

KOTIA, D.K. Management decisions : role of tax factor. Economic Times, 15 Oct. 76, p. 5.

VARMA, C.R. THIAGRAJA. Corporate tax base : a review of the proposals for change. Chartered Accountant, 25(6) Dec. 76, p. 425-31.

#### CORRUPTION

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PESCHEK, DAVID. The moral case is not enough. Local Government Chronicle, (5716) 15 Oct. 76, p. 962-3.

#### COST AND STANDARD OF LIVING

MENON, M.C. Consumer price indices : how far they are genuine. Indian Worker, 25 (10) 6 Dec. 76, p. 5.

#### COST-BENEFIT ANALYSIS

RAMAIAH, T.J. Cost-benefit analysis of the intensified campaign against smallpox in India. NIHAE Bulletin, 9 (3) 76, p. 169-203.

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#### CREDIT UNIONS

KUTUMBA RAO, M. Indian cooperative movement in search of ideal credit structure. Annals of Public and Cooperative Economy, 47(2) Apr.-June 76, p. 207-21.

#### CRIMINAL PROCEDURE

JAIN, S.N. Public participation in criminal justice process : Indian experience. Journal of the Indian Law Institute, 18 (1) Jan.-Mar. 76, p. 134-48.

REFORMING the criminal justice system. Current History, 71(418) July-Aug. 76, p. 1-36 (entire issue).

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GLYNN, DERMOT. Is government borrowing too high ? Lloyds Bank Review, (122) Oct. 76, p. 19-32.

### DECISION MAKING

ARGYRIS, CHRIS. Single-loop and double-loop models in research in decision making. *Administrative Science Quarterly*, 21(3) Sept. 76, p. 363-75—Reply to Argyris, by Michael D. Cohen, p. 376-7.

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HUBKA, BERND. Decision-making on political prices : a process of compromise between conflicting interest groups—a role analysis based on the situation in Austria. *Annals of Public and Cooperative Economy*, 47(2) Apr.-June 76, p. 143-57.

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### DELPHI TECHNIQUE

BALARAMAN, SHAKUNTALA and S. RAMANI. A brief survey of the Delphi technique. *Lok Udyog*, 10(8) Nov. 76, p. 19-22.

### DEMOCRACY

NAIK, J.A. Development and democracy. *Indian Express*, 21 Dec. 76, p. 4; 22 Dec. 76, p. 4.

PYARELAL. Essentials of democratic rule : Gandhiji's example. *Indian Express*, 30 Nov. 76, p. 4; 1 Dec. 76, p. 4.

### DEPRECIATION

SHARMA, N.K. Depreciation and ratio analysis. *Eastern Economist*, 67(25) 17 Dec. 76, p. 1183-5.

### DISASTERS

TURNER, BARRY A. The organizational and interorganizational development of disasters. *Administrative Science Quarterly*, 21(3) Sept. 76, p. 378-97.

### DISTRICT ADMINISTRATION

DATTA-RAY, SUNANDAK. Change in the mofussil: challenges for the Collector. *Statesman*, 9 Dec. 76, p. 4.

In pre-independent India, the collector was virtually the imperial government and other officials of the district (the mofussil) were a self-contained community with certain distinctive features. Now the collector's identity is losing its importance. The urban oriented planning has changed the power of money, the weight of political patronage and the pressure of influence. Meanwhile authorities have multiplied, power structures overlap, crucial distinctions are blurred, the chain of command is confused and there is endless controversy : where the political and administrative systems should succour each other. Each district now flaunts a Political Authority, a member of the ruling party, who has the power to sanction projects, release funds, and issue licences. The complaint of interference is not new. It was very much in evidence in British days. Politicians and administrators can make good partnership. To achieve this the civil service should have been remoulded to a new design. But the steel frame concept remains unchanged, and it is only in their daily functioning that enterprising and resourceful young officers have to make *ad hoc* adjustments to accommodate reality.

VERGHESE, B.G. An overdue administrative reform. *Commerce*, 133 (3419) 4 Dec. 76, p. 971-2.

The author in his despatch welcomes the inauguration of a new district of Ghaziabad in Uttar Pradesh and points out that in India the size of districts in terms of area and population vary enormously. Many districts are larger in area or population than certain states. An average Indian district would rank fairly high on either count even among the member states of the United Nations.

The despatch highlights problems of larger districts *vis-a-vis* area development, micro-planning and popular participation and concludes that the time has come to take an overall and comprehensive view of the administrative and development structures below the state level against the perspective of future population growth and to seek rational and optimal solutions.

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#### DRUG HABIT

JENNINGS, KENNETH. Arbitrators and drugs. *Personnel Journal*, 55(10) Oct. 76, p. 498-502+

VOLEY, HAROLD L. Jr. and LLAD PHILLIPS. Minimizing the social cost of drug abuse: an economic analysis of alternatives for policy. *Policy Sciences*, 7(3) Sept. 76, p. 315-36.

#### DURGAPUR STEEL PLANT

TULPUTE, BAGARAM. Managing Durgapur: experiences of a trade unionist-I. *Political and Economic Weekly*, 11(52) 25 Dec. 76, p. 1993-2003.

This is a personal account, by a trade union activist, of his experience of a little over three years as General Manager of the steel plant at Durgapur.

The article will be published in four parts.

Part-I describes the origin of the Durgapur project, the kind of problem it

had to face and the social and political environment in West Bengal when the author was called upon to shoulder the responsibility. The problem of industrial strife in Durgapur and the attempts made by the author to resolve them are discussed in detail here—*Reproduced*.

#### ECONOMIC ASSISTANCE

MATHEWS, K. The United Nations and a new world economic order. *Indian Journal of Political Science*, 37(3) July-Sept. 76, p. 95-109.

VENU, S. Economic cooperation in South Asia. *Eastern Economist*, 67(20) 12 Nov. 76, p. 951-7.

WHITE, JOHN. The evaluation of aid offers. *Development and Change*, 7(3) July 76, p. 233-48.

WILLIAMS, MAURICE J. Assistance to developing countries. *Eastern Economist*, 67 (26) 24 Dec. 76, p. 1224-5.

—An upward trend in assistance to developing countries. *OECD OBSERVER*, (82) July-Aug. 76, p. 20-2.

#### ECONOMIC CONDITIONS

ORR, DAVID W. Scarcity and the future of politics. *Alternatives*, 2(2) June 76, p. 135-44.

#### ECONOMIC DEVELOPMENT

ASIAN Culture Forum on Development. Workshop on Development (1975): a report. *Voluntary Action*, 18 (7-8) July-Aug. 76, p. 101-10.

BHATIA, B.M. Pakistan's economy: meeting the resources gap. *Statesman*, 2 Dec. 76, p. 6.

BREMAN, JAN. Post-colonial Surinam: continuity of politics and policies. *Development and Change*, 7(3) July 76, p. 249-65.

CONFERENCE on International Trade, Finance and Development of Pacific Basin Countries, Dec. 6-7, 1974: Occasional papers. *Explorations in Economic Research*, 3(2) Spring 76, p. 159-289 (entire issue).

DASGUPTA, RANAJIT. State as key factor in India's economic development. *Mainstream*, 15(8) 23 Oct. 76, p. 7-8.

Various elements have impelled the State to take a direct and active role in Indian economic life. Significant dimensions of state intervention are identified and some indicators of economic advance are mentioned.

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Regional and social disparities in economic development have brought forth the issue of distributive aspects in the economic processes. Certain marginal individuals and groups are likely to be left out in the economic process. A highly structural society where some groups may be subjected to social disabilities are the tribal areas. Certain hypothesis which are valid for the modern sector may not be true for the traditional tribal sector comprising the local community. Micro-level planning is nearest to planning from below. The features of tribal sector are analysed and a suitable frame for planning from below in the tribal areas is presented. Planning from below means making an attempt from the last man and to identify

those programmes which can benefit him. Identification of felt needs is a complex issue. As the needs of an average individual in the tribal areas are too small to be taken care of by the existing institutional structure, suitable adaptations in sectoral programmes are necessary. As far as possible the traditional tribal institutional structure should be utilised in the change process. Once confidence of the tribal in himself and in his system is restored and there is no lurking suspicion about the intention of the agents of change, a sound base can be laid for healthy development.

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The study, based on a commonly used method—questionnaire—substantiated by interviews and discussion with the respondents, aims at, firstly, computing the morale index of the respondents of the three steel plants of the Hindustan Steel Limited ; and secondly, ascertaining factors which have contributed in varying degrees to the morale of the respondents.

Morale for the present study has been defined as the sum-product of attitude of each employee towards factors relating to

his job, working conditions, the people with whom he works and the Company. Specifically, it includes attitude towards (1) job contents ; (2) supervisors ; (3) recruitment and selection policy and procedure ; (4) training and placement ; (5) promotion policy and procedure ; (6) remuneration ; (7) socio-physical working environments ; and (8) image of the Company. The favourable and unfavourable attitudes towards these factors mean 'high morale' and 'low morale' respectively.

Without grading these factors, dissatisfaction with the terms and conditions of Bond, interview procedure, initial training and frequency of promotion as well as wrong placement after training, training not being related to promotion, bypassing the rules of promotion and lower rates of emoluments as compared to similar positions in the private sector steel plants have been observed to be the primary causes of 'low' morale. Secondly, it is also because such employees feel that they do not get guidance from their supervisors ; that they do not have initiative in their jobs and that their supervisors are incompetent. The employees having 'low' morale frequently criticise the personnel policies of the Company. Because of such 'low' morale, the employees themselves are in a mood to seek jobs outside the Company and are opposed to their friends/relatives applying for a job in the Hindustan Steel Limited.

It has also been observed that morale is related to the level, plant and age of the employees. The middle-level executives have 'moderate' morale. The observed 'high' morale, among the employees of the age group of 50 and above, appears because of their having identified themselves with the company, after being physically and emotionally settled. They may also be unwilling to leave the Company because of superannuation benefits—Author.

The article, at the end, suggests measures to be taken in boosting the morale of the employees.

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*Reproduced.*

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The purpose of this paper is to estimate the fiscal responsiveness of local governments to formal intergovernmental flows, in aggregate and by type of central government assistance, in a less developed country setting. The model developed is tested in a case study in terms of intergovernmental relations in India. The approach taken is similar to that used in related studies for Canada and the United States. The basic estimating model is presented in Part-II, and the explanatory variables and statistical procedure are discussed in Part-III. Statistical results are presented in Part-IV, and conclusions and policy implications in Part-V.

It is concluded that (i) state government fiscal activity is simulated by federal grant programmes ; (ii) grants and shared taxes appear to account for this simulation effect on the state governments' total expenditure and development expenditure level ; and (iii) the widespread belief that the current formula for distribution of statutory grants-in-aid encourages fiscal irresponsibility on the part of state governments is not correct.

JHA, P.K. (C.M. College, Darbhanga). Co-ordination between Finance Commissions and Planning Commission. *Journal of the Indian Institute of Bankers*, 47 (2) April-June 76, p. 95-101.

There is an overlap of functions and duality of authority between the Financing Commissions and Planning Commission. It is not only causing practical difficulties but has also blurred the entire Union and State financial relationship. A tabulation of transfer of resources from the Centre to the States during the period 1951-56 to 1969-74 indicates that only one fourth of total resources are administered by the Finance

Commissions whereas 75 per cent of the transfer is discretionary and distributed by the Planning Commission and Central Government, sometimes without any rational criteria.

The author examines various suggestions put forth by eminent jurists, journalists, politicians and academicians and also by Administrative Reforms Commission and the various Finance Commissions, and feels that grants, loans and the divisible pool of taxes be placed at the disposal of the Finance Commissions, and that the proportion of discretionary grants should be reduced to a bare minimum necessary for Central authority to make marginal adjustments. The Finance Commissions should also have control over the pattern of expenditure of the devolved resources and give guidelines about the attained levels of performance of development in many indicators in the different states. To perform this task, it is necessary, that the Finance Commission should be made a permanent body with a permanent secretariat to have continuity of work and continuous study of the financial problems of the Centre and the States like the Commonwealth Grants Commission of Australia.

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The future pattern of our economic development depends on a proper understanding of the role and objectives of the public sector. The objectives should be consistent with the concept of growth with social justice. In an underdeveloped society the State must supplement voluntary savings of the community by forced savings through taxation. The sole motivation of private sector is private profit which does not always coincide with public interest. Therefore, in public sector sometimes profitability may have to be subordinated to other social considerations. The

public sector can and should be motivated to fulfil the objectives of state policy and to act as an agency for social change which the State desires. The theory of the public sector occupying the commanding heights of the economy will have no meaning unless the public sector is used to correct the distortions which the purely capitalist form of development through the private sector tends to create.

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LAL, P.C. The public sector: a manager's report. *Indian Finance*, 98 (23) 4 Dec. 76, p. 539-42; 98 (24) 11 Dec. 76, p. 560-4.

Adopted from the text of the 11th A.D. Shroff Memorial Lecture delivered under the auspices of the Forum of Free Enterprise in Bombay on 4th November, 1976.

LAXMI NARAIN. Committee on public enterprises : an evaluation. *Economic Times*, 2 Dec. 76, p. 5.

The Government of India appointed an Action Committee on Public Enterprises on December 31, 1971 to suggest measures to improve performance of public enterprises with particular reference to (i) capacity utilisation, (ii) reduction of cost, (iii) preventive maintenance, (iv) labour relations, and (v) R & D. Very little information is available about the working of this Committee. It is not known whether the Committee still exists or has been dissolved and whether adequate follow-up of its work is taking place. The article analyses the coverage and method of work of the Committee, summarizes the recommendations made in regard to the BHEL (Hardwar and Hyderabad) and Heavy Electricals (Bhopal), and emphasises the need to continue Committee's work.

Performance of central units—an evaluation. *Economic Times*, 3 Nov. 76, p. 9.

LEVKOVSKY, A. Social content of state sector and its variability. *Mainstream*, 15(12) 20 Nov. 76, p. 23-5.

LINDSAY, COTTON M. A theory of government enterprise. *Journal of Political Economy*, 84(5) Oct. 76, p. 1061-77.

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NIGAM, R.S. and G. SUNDARAM. Public enterprises and exports. *Lok Udyog*, 10(6) Sept. 76, p. 21-31.

NIGAM, RAJ K. (Bureau of Public Enterprises, New Delhi). Catalyst's role of Bureau of Public Enterprises. *Lok Udyog*, 10(6) Sept. 76, p. 49-52.

The sustained efforts of the Standing Conference of Public Enterprises and the Bureau of Public Enterprises have contributed to the big improvement in the performance of public sector units. The Bureau located in the Ministry of Finance came into existence in April 1965. The various divisions of the Bureau and their role and functions are described. The Bureau has looked in depth the problems, progress and plans of all undertakings. Its surveillance of the public enterprises is complete and detailed to cover various aspects and phases of their working. The public sector enterprises now function with a sense of self-discipline and under the cover of a scientific monitoring system organised by the Bureau.

—Management development in public sector after the emergency. *Lok Udyog* 10(7) Oct. 76, p. 31-5.

The public sector is often blamed for perpetrating bureaucratic and colonial values. In public sector, changes in the conventional style of management are necessary. Authoritarian style of management should be replaced by participative

management which is an important ingredient of the 20-point programme. The objectives of public sector management are social and national, apart from economic and financial ones. The public sector in India is intended to be the prime-mover and pace-setter of industrial development and has already fulfilled a major part. The public sector managers have realised that they are trustees not only of ownership interest but are also the trustees for employees, consumers and the citizens. Modern management techniques are being introduced, time-limits are given to various programmes, and steps against laxity and incompetence are taken. Public sector managers should keep pace with the developmental activities which have picked up fresh momentum after the promulgation of emergency.

—Prime minister's economic programme and public sector. *Lok Udyog*, 10(8) Nov. 76, p. 37-40.

—Public sector: the change agent, *Management Accountant*, 11(12) 1 Dec. 76, p. 963-5.

—Role of the public sector under the national emergency. *Capital*, 177(4433) 7 Oct. 76, p. 486-7; 177 (4434) 14 Oct. 76, p. 524-7.

PAREKH, VINOD. Profitability and social objectives in the public sector. *Lok Udyog*, 10(7) Oct. 76, p. 9-11.

RAJAN, N. Asian development strategies and the role of public enterprises. *Lok Udyog*, 10(8) Nov. 76, p. 55-8.

Report on the deliberations at the Conference on Asian Development Strategies and the Role of Public Enterprises held in October, 1976 at Tehran, under the joint auspices of the Imperial Government of Iran and the Eastern Regional Organization of Public Administration.

REDWOOD, JOHN. The future of the nationalized industries. *Lloyds Bank Review*, (122) Oct. 76, p. 33-44.

WARRICK, D.D. Applying OD to the public sector. *Public Personnel Management*, 5 (3) May-June 76, p. 186-90.

#### GOVERNMENT ENTERPRISE—PERSONNEL

JAIN, M.P. The legal status of public corporations and their employees. *Journal of the Indian Law Institute*, 18(1) Jan-Mar. 76, p. 1-34.

The public sector employs thousands of persons. For long, the question of relationship between a public corporation and its employees has been shrouded in confusion and controversy. It is a well established proposition that the employees of public corporations are not government servants and so they cannot claim protection of article 311 of the Constitution. The question, therefore, arises as to what safeguards, if any, they can claim in service matters *vis-a-vis* the employing corporation.

The author examines the Supreme Court decision in *Sukhdev Singh V. Bhagatram* case and draws that if a public corporation has a regulation prescribing procedure for enquiries against its employees, an employee can take advantage of the regulation as it is binding on the corporation. If there is no such regulation, or if the regulation does not accord fully with the norms of natural justice, the employee can invoke the concept of natural justice. A public corporation cannot escape its obligation to give to its employees an opportunity of being heard before dismissing him simply by failing to make the requisite regulation for the purpose.

MUKHERJEE, S. Role of trade unions in public sector. *Survey* 16(1-2) Jan.-June 76, p. 15-20.

#### GOVERNMENT INFORMATION

KRISHNAYYA, J.G. (Systems Research Institute, Poona). Fail-soft information systems in government. *Management in Government*, 8 (2) July-Sept. 76, p. 101-10.

Information system in government has grown bit by bit without an overall frame

of reference or philosophy. As a result the three different purposes—supporting operational decisions, supporting planning or policy decisions, and enabling the process of the executive branch to be audited and reviewed by financial auditors as well as by the legislature and, occasionally, by judicial bodies—have at different times been given more, or less, emphasis in an *ad hoc* manner.

The author pinpoints some of the differences between the government information system and business information system and emphasises that the former cannot be fully mechanised. Instead, contemporary information and communication technology should be considered under the control of an appropriate new philosophy—the “fail soft”. Some of the concepts which ought to find a place in the new philosophy are pointed out. The author does not suggest that these concepts are universally relevant, but feels that they seem to be valid for developing countries like India.

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#### GRIEVANCE PROCEDURE

CHADHA, P. Management of employee grievances: a point of view. *Management Review* (New Delhi) 3(3) 76, p. 25-30.

#### HEALTH EDUCATION

ANAND, R.C. and R.P. SINHA. Imparting of health education in the out-patient department of a metropolitan city hospital as viewed by the consumer. *NIHAE Bulletin*, 9(3) 76, p. 239-43.

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BOLDY, DUNCAN. A review of the application of mathematical program-

ming to *tactical* and strategic health and social services problems. *Operational Research Quarterly*, 27(2) 76, p. 439-48.

EASTON, B.H. The structure of a health service and its performance: the New Zealand case. *New Zealand Journal of Public Administration*, 38 (3) Sept. 76, p. 59-70.

HEIMANN, STEPHEN R. and EDWARD J. LUSK. Health facility planning: an example of decision flexibility approach. *Operational Research Quarterly*, 27(2) 76, p. 449-57.

KLEIN, RUDOLF. The rise and decline of policy analysis: the strange case of health policymaking in Britain. *Policy Analysis*, 2(3) Summer 76, p. 459-75.

KNIBBS, JOHN. The health services: challenges of the future. *Management Services*, 20(10) Oct. 76, p. 16-17.

PADMANABHAN, B.S. Cadre of basic rural doctors. *Hindu*, 11 Dec. 76, p. 8.

RAFFEL, MARSHALL W. The white paper: an exercise in divisive planning. *New Zealand Journal of Public Administration*, 38(3) Sept. 76, p. 11-25.

RAM, ERIC R. and B.K. DATTA. Medical care for the rural people and its relationship with income and educational level. *NIHAE Bulletin*, 9 (3) 76, p. 221-8.

#### HOUSING

BHAGAT, H.K.L. Housing: a national task. *Yojana*, 20(21) 15-31 Dec. 76, p. 6-7.

The problem of housing in India is a complex one which calls for mobilisation of all efforts and spelling out of a definite policy in this regard for future action—*Reproduced*.

BHARGAVA, GOPAL. Housing and environment development in the capital (with special reference to the role of Mr. Jagmohan, Vice-Chairman, D.D.A.). *Civic Affairs*, 24 (4) Nov. 76, p.17-19.

**HOUSING** problem: contribution of Maharashtra Housing Board, by A. Surveyor. (An Officer of Maharashtra Housing Board). Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 91-5.

The Maharashtra Housing Board has made an immense contribution to the solution of the housing problem in Bombay. It is the biggest housing agency and the biggest landlord in India having a construction record of nearly 1,05,000 tenements to its credit so far. No single body has achieved targets comparable to those achieved by the Maharashtra Housing Board. Over 6 lakhs of people live in the tenements provided by the Board. This article deals with the various housing schemes undertaken by the Board—*Reproduced.*

PATEL, RAJNI (President, Bombay Pradesh Congress Committee), Housing and slums in Bombay: steps to slum clearance. Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 29-34.

The inadequate investment in housing accounts for the staggering shortage of tenements, particularly for the poor and backward section of the community. Mr. Patel regrets that investment in housing for the poor and backward section has been conveniently classed as the responsibility of the government. Industry, trade and other tertiary sections which employ about 70 per cent of the working population in Bombay has done little to provide houses for their employees. He suggests the establishment of a national housing fund with every employer contributing one per cent of his total wage bill. In Bombay alone this would generate Rs. 7 crores a year for such a fund—*Reproduced.*

PATWARDHAN, J.R. (Municipal Corporation of Greater Bombay). Metropolitan Corporation and housing. Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 74-84.

There exists a big gap between the demand for and supply of houses in Greater Bombay. And, despite the combined efforts of all the agencies—private, public and semi-public, the gap is ever widening. Owing to the natural increase in and influx of population to the city, slum clearance and collapse of dilapidated buildings and a host of such factors the demand is increasing. To meet this rising demand by 1981 it is estimated that nearly 50,000 tenements involving an amount of Rs. 50 crores are to be constructed every year. The share of the Bombay Municipal Corporation to achieve the target comes to 4,250 tenements which will cost it to the tune of Rs. 4,25 crores, a figure which it can ill afford in view of the fact that it is required to spend large amount to meet its primary obligations such as free medical aid, free primary education, conservancy service, street lighting, etc. The author also discusses the slum improvement programme being implemented today and the recently enacted Maharashtra Slum Areas (Improvement, Clearance & Redevelopment) Act, 1971—*Reproduced.*

SHIRKE, B.G. West Asian hunger for prefabricated housing. Commerce, 133(3417) 20 Nov. 76, p. 9-11.

#### HOUSING, COOPERATIVE

GHOSE, SANKAR. (Union Minister of State for Planning). Co-operative housing: key for the homeless millions. Yojana, 20 (21) 15-31 Dec. 76, p. 9-10.

In his valedictory address, at the Third All-India Cooperative Housing Conference at Bombay on 10th October, 1976. Dr. Sankar Ghose felt that though the Government is playing a significant role in relieving the housing shortage in urban and rural areas, Government efforts alone are not sufficient to solve the housing problem of the country. The problem can be accelerated by using the housing cooperatives for the purpose. These societies can deliver the goods at reduced cost and with greater satisfaction to the community.

MENDS, GEORGE C. Mobilising human and financial resources for rural housing co-operatives in Ghana. *Review of International Co-operation*, 69 (3-4) 76, p. 87-94.

#### HOUSING, URBAN

ABIODUN, JOSEPHINE OLU. Housing problems in Nigerian cities. *Town Planning Review*, 47(4) Oct. 76, p. 339-47.

#### HUMAN ENGINEERING

KELKAR, S.A. Uses of ergonomics. *Economic and Political Weekly*, 11(48) 27 Nov. 76, p. M 139-42.

#### INCENTIVES IN INDUSTRY

GOODMAN, PAUL S. and BRIAN E. MOORE. Factors affecting acquisition of beliefs about a new reward system. *Human Relations*, 29 (6) June 76, p. 571-88.

PANYAN, STEVE W. and MICHAEL McGREGOR. How to implement a proactive incentive plan: a field study. *Personnel Journal*, 55 (9) Sept. 76, p. 460-3.

#### INCOME

AVADHANI, V.A. Incomes and prices policy. *Economic and Political Weekly*, 11(49) 4 Dec. 76, p. 1899-1904.

The object of this paper is to offer a critical examination of the rationale of the recent measures in the direction of an incomes and prices policy in India.

In Section I the existing measures are reviewed. In Section II the nature of inflation which the above measures are expected to attack is analysed with the help of data for the past 15 years. In Section III a few conclusions are set out.

Briefly, the study reveals that the inflationary situation in India is more of a demand-pull nature and less of a cost-push type. Once the demand-pull forces are controlled the subsidiary cost-push factors will take care of themselves—*Reproduced*.

SARMA, I.R.K. Growth of income and changes in inequalities, 1961-71. Margin, 9(1) Oct. 76, p. 25-32.

#### INCOME TAX

KHETAN, C.P. and S.N. PADDAR. Measurement of income tax progression in a growing economy: the Canadian experience. *Canadian Journal of Economics*, 9(4) Nov. 76, p. 613-29.

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#### INDEBTEDNESS

RAMANATHAN, T.S. A plea for amending the Debt Relief Act XXXI of 1976. *Madras Law Journal*, 151 (14) 7 Oct. 76, p. 31-2.

#### INDEBTEDNESS, RURAL

RANJANA. Debt burden and assets of rural households in Rajasthan. *Journal of the Indian Institute of Bankers*, 47(2) April-June, 76, p. 77-85.

SIVARAMAN, B. Liquidation of rural indebtedness. *Socialist India*, 14(4) 25 Dec. 76, p. 11-12+.

VIJAYAGOPALAN, S. Small farmers and rural indebtedness in Tamil Nadu. Margin, 9(1) Oct. 76, p. 42-5.

#### INDEPENDENT REGULATORY COMMISSIONS

WILLIAMS, ROBERT J. Politics and the ecology of regulation. *Public Administration (UK)*, 54 Autumn 76, p. 319-31.

#### INDIA—ECONOMIC POLICY

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AYOOB, M. Long-term trends in India-Pakistan relations. *India International Centre Quarterly*, 3(4) Oct. 76, p. 253-65.

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NANPORIA, N.J. New-look diplomacy: homework for Indian envoys. *Statesman*, 17 Dec. 76, p. 4.

## INDIA—POLITICS

ALVA, MARGARET. Contemporary India: the political situation. *Socialist India*, 14(4) 18 Dec. 76, p. 9-10+

Text of a speech delivered on 9 October, 1976 at the Conference on Asia held at the University of Albany (USA).

BECHTOLDT, HEINRICH. Indira's India: a year under emergency rule. *German Foreign Affairs Review*, 27(3), p. 287-99.

India made the transition to independence as a parliamentary democracy modelled after Westminster, but even the permanent two-third majorities enjoyed by the governments of Nehru and Indira Gandhi were not able to ensure the anticipated efficiency. Dr. Heinrich Bechtoldt, Professor of Political Science at both universities in Stuttgart, is particularly familiar with developments in this country as a result of several information-gathering visits. He analyzes the situation in India one year after Indira Gandhi's proclamation of Emergency which is designed to transform India into another form of democracy. Upon the invitation of the Indian government, the author had the opportunity to talk with many prominent figures in Indian politics and discuss India's problems. This investigation is also part of a research project on power structure in Asian and African countries which is being sponsored by the *Robert-Bosch-Stiftung*. Permanent two-thirds majorities in Parliament did not yield the efficiency in developing country like India needs. Indira Gandhi is now moving in the direction of another

form of democracy and is thus adapting her government to resemble the regimes of other developing countries. The dominant position of the Congress Party is to overcome all of the barriers which previously stood in the way of economic and social development. The emergency is the vehicle which is to lead to a new status—*Reproduced*.

## INDIANS ABROAD

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*Contents:* Further thoughts on experiments in industrial democracy and self-management, by Malcolm Warner ; The demand for participation among employees, by George Hespe and Toby Wall ; Participation, organisation, and social cohesion, by John Child ; A Norwegian strategy for democratization of industry, by Thoralf Ulrik Qvale ; Workers' experience of participation: the case of British rail, by E. Linden Hilgendorf and Barrie L. Irving.

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*Contents:* Challenges facing the SFCs, by S.P. Chopra ; Assisting the small man, interview of Kaushal Kumar ; Improving working of state financial corporations, by D.K. Kotia ; Maharashtra State Financial Corporation helps backward areas ; J & K. State Financial Corporation makes progress, by K.M. Kirshinchandani ; Karnataka State Financial Corporation takes strides, by M.K. Ramachandran.

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#### INDUSTRY, SMALL-SCALE

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KRISHNA RAO, P.V. and G. PRASAD. State Financial Corporations and commercial banks. Eastern Economist, 67(23) 3 Dec. 76, p. 1085-8.

The State Financial Corporations and the commercial banks have given a big helping hand in promoting small-scale industries in this country. Reviewing the working of these institutions, the authors have put forward a few suggestions which are designed to smoothen the process of the onward march of these units. In particular, the authors would like the officials of the SFCs and the commercial banks to be committed to the development of the small scale sector of industry—*Reproduced.*

#### INFLATION AND DEFLATION

AYRES, ROBERT L. The "social pact" as anti-inflationary policy : the Argentine experience since 1973. World Politics, 28 (4) July 76, p. 473-501.

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PATNAIK, PRABHAT, S.K. RAO and AMAL SANYAL. The inflationary process: some theoretical comments. Economic and Political Weekly, 11(43) 23 Oct. 76, p. 1696-1801.

## INFORMATION SYSTEMS, MANAGEMENT

RATHORE, R.S. Designing a management information system: some design considerations. *Prashasnika*, 4 (3-4) July-Dec. 76, p. 8-15.

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STARKE, FREDERICK A. and THOMAS W. FERRATT. Behavioural information systems. *Management in Government*, 8(2) July-Sept. 76, p. 132-40.

STRASSMANN, PAUL A. Managing the costs of information. *Harvard Business Review*, 54(5) Sept.-Oct. 76, p. 133-42.

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SANTHANAM, T.S. Better hire-purchase facilities needed for growth of road transport. *Capital*, 177 (4439) 18 Nov. 76, p. 719-20.

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ANDRICOPoulos, CHRISTOS. Farmers' social insurance in Greece. *International Social Security Review*, 29 (1) 76, p. 18-48.

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PODOINITSIN, V.G. Unesco and India: three decades of cooperation. *Yojana*, 20(21) 1-14 Dec. 76, p. 26-9.

## INTEREST RATES

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*Contents* : 1. Ceiling and profitability ; 2. Operational efficiency size of banks ; 3. Cheap or dear money ? 4. Re-alignment of long-term rates.

VINOD KUMAR. Should there be a ceiling on bank lending rates ? *Economic Times*, 25 Nov. 76, p. 5+ ; 26 Nov. 76, p. 7+

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**ZEIRA, YORAM.** Management development in ethnocentric multinational corporations. *California Management Review*, 18(4) Summer 76, p. 34-42.

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**MANSOUR, FAWZY.** Economic cooperation among third world countries: guidelines for a charter. *International Development Review*, 18(2) 76, p. 2-5.

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**INTERNATIONAL Labour Conference**, 61st session, Geneva 1976 (Report). *International Labour Review*, 114(2) Sept.-Oct. 76, p. 127-38.

## INTERVIEWING

**DASGUPTA, M.** Interview: a means of communication. *Defence Management*, 3(2) Oct. 76, p. 17-20.

## INVENTORY CONTROL

**CHATTOPADHYAY, MADANMOHAN.** Dynamic programming in inventory problems. *Survey*, 16 (1-2) Jan.-June 76, p. 1-6.

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**VENKOABA RAO, T.S.** Optimisation consideration in inventory control. *Integrated Management*, (127), Nov. 76, p. 17-20.

## INVESTIGATING COMMISSIONS

**BHARATIYA, V.P.** (University of Jodhpur). Central inquiry and state ministers, accountability. *Journal of the Indian Law Institute*, 18(1) Jan.-Mar. 76, p. 56-84.

The framers of the Indian Constitution have designed a guided federalism with emphasis on co-ordination under central guidance. Amongst a number of inter-governmental instrumentalities operating criss-cross in the country and contributing to the texture of Indian federalism, one is inquiry commission. Its position as a central agency operating in the state field is the core theme of this paper.

The Union Parliament is vested with the legislative power of inquiry by entries 8 and 94, List I, Schedule-VII, and 45, List III. By virtue of Article 246 read with 254, while the Centre has overriding legislative competence in the matter, the States have only a subordinate capacity. Further, under the scheme of Union-State Administrative relationship spelled out by Articles 256 and 257, read with 365, the Union also possesses commanding administrative power to compell a state compliance to a Union inquiry commission. The Commissions of Inquiry Act, 1952—a Central law, equips the Union Government with the requisite statutory power to inquire into *any person's* acts of 'public importance'. The doctrine of collective responsibility enshrined in Article 164 (2) does not insulate the Ministers from amenability to the laws of the land or the constitutional powers of the Union; nor does an inquiry commission encroach upon the jurisdiction of the State Assembly, which retains the power of enforcement of the findings of the Commission. A central

inquiry would not jeopardise the concept of state autonomy—an ingredient of federalism—either, because 'state autonomy' cannot be stretched to mean personal autonomy of the ministers, whose *mala fide* deeds do not constitute state functions.

Thus neither the Constitution nor any statute offers the state ministers any immunity from central instrumentality under the inquiry power—*Author*.

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diction in land reforms. Economic and Political Weekly, 11(52) 25 Dec. 76, p. A-137-46.

One of the assumptions of land reforms legislation is that tenants as a class belong to the exploited and the weaker sections, needing protection from landlords of the dominant class. There seems to be enough evidence in recent years to suggest that the picture is not so simple. While a large number of really weak tenants have lost whatever security they had, the dominant class is extending its operational control on land through leasing in. Even if concentration in ownership declines, concentration in operational holdings need not. In fact, the later concentration is tending to be larger than the former.

This paper provides further evidence of this developing contradiction in land reforms from a survey of six villages conducted on the eve of introduction of regular irrigation. It analyses the impact of leasing behaviour on the concentration in operational holdings and studies the class nature of non-cultivating owners of land. In the light of land transfers in the past, it is feared that this trend may further accelerate in the area after the introduction of full-scale irrigation. What makes the development significant is that this is a part of a country-wide phenomenon. Hence, it is necessary for policy-makers to think afresh about where the trust of land reforms should be, if these reforms are intended to be meaningful.

—Reproduced.

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JAIN, R.B. (University of Delhi). Organisational needs of the Indian Parliament: relevance to public administration. Administration, 24(2) Summer 76, p. 186-211.

The Legislative branch of the Government of India constitutes an autonomous institution from its organizational stand point. The Parliamentary Secretariat has the necessary administrative, (including staffing) financial and procedural independence to carry out its activities. However, its organisation has not so far been adequately studied from the viewpoint of the public administration involvement. The recent Sinha Committee Report did stress the need for a 'functional' reorganisation of the Parliament Secretariat. This is, a

step in the right direction and in a way reflects a public administrationists growing concern for improvement of overall legislative efficiency. The administrative needs of committees, the management of information needs of the legislators, the use of the new administrative tools and the EDP—furnish great opportunities for public administration involvement in legislative bodies.

The brief survey of public administrator involvement with legislature in India suggests that 'Legislative administration' as a phenomenon has yet to make its influence. While the Parliament did endeavour to streamline its procedures, methods of work, staff recruitment, personnel policies, the provision of house-keeping and staff services, no one has so far thought in a systematic and considered manner that public administration as a discipline could contribute in changing the legislature from a chaotic and a haphazardly designed organization to a systematic, efficient and an economic necessity. The important aspects of public administration involvement in the legislative bodies, like the identification of training needs of various kinds of staff, providing them opportunities for self-improvement, the weighty question of their morale, providing the necessary expertise in technical and other complex policy matters, the most important of them all the appreciation of the role of an emerging "legislative bureaucracy" towards better decision-making along with the consideration of public interest are still to be explored fully. Over and above there are the techniques and methods needed in respect of providing adequate information and sifting of a great mass of available data and information into systematised and concrete legislative channels of policy formulation and control—*Author.*

**LAWMAKERS** and administrators. Administration, 24(2) Summer 76, p. 121-221.

**Contents:** Legislatures: their origin and the factors that contribute to their emergence, by Abdo I. Baaklini and James J. Heaphey ; Legislative reforms ? or the bureaucratisation of the legislature, by

Abodo I. Baaklini; Legislative orga on in the United States, by John A. Wrothley and Edgar G. Crane ; Legislative internship in aid of legislative development, by Richard I. Nunez ; Organisational needs of the Indian Parliament : relevance to public administration, by R.B. Jain; Parliamentary reform: the Irish situation, by John Stapleton.

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The paper is divided into three parts: in the first part, the existing pattern of local government system has been outlined and the variations in the system in terms of rural and urban governments indicated ; in the second part, the lines of reforming the system through resolving the duality of field administration and local government and operational reforms in the planning, administering and financing human settlements have been highlighted ; in the third part, the problem of decentralisation and citizen-participation have been reviewed and a series of forecasts attempted in this connection, with a 25 years' time horizon.

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#### LOCAL TAXATION

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Attempts have been made by various state governments in India to find out an alternative to octroi tax system. The alternative tax system recommended by Gujarat Committee is examined. The suggested compensation formula does not appear to be proper. Such a system which sets free the local government from the responsibility of resource mobilization, will lead towards a state of limited and dependent local self-government.

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MITRA, SISIR. Calcutta tramways: an unnatural death? Economic Times, 5 Nov. 76, p. 5 ; 6 Nov. 76, p. 5.

PATNAKAR, P.G. (BEST Bombay). Bombay's traffic thrombosis. Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 35-48.

This study identifies, in broad terms, the basic problem of mass transportation in Bombay metropolitan region with particular reference to the needs of the Greater Bombay region. The author observes that chaotic traffic conditions that prevail in Bombay are not so much because of the limited resources, but more because of poor planning and foresight. Transportation planning should give priority to public transportation systems and not to the car traffic. The policy should be, says the author, to move more people and not more cars, and that can be possible if buses are given top priority in streets so as to enable them to double the speed—Reproduced.

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MEHTA, VIKRAM and SUDHIR PHADKE. Materials management: concept of non-moving items. Economic Times, 25 Nov. 76, p. 5.

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MCDERMOTT, F. ARNOLD. Merit systems under fire. Public Personnel Journal, 5(4) July-Aug. 76, p. 225-33.

#### MILITARISM

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#### MINES—SAFETY DEVICES AND MEASURES

MALHOTRA, INDER. Making coalmines safer: constant vigilance is the key. Times of India, 14 Oct. 76, p.8.

#### MODERNISM

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#### MOHAMMEDANS IN INDIA

AZAM, KOUSAR J. The Indian Muslims: the quest for identity. Indian Journal of Political Science, 37(3) July-Sept. 76, p. 24-42.

#### MOTIVATION

BALAKRISHNAN, V. Motivational approach to industrial management. Indian Manager, 7(3) July-Sept. 76, p. 259-87.

DE, NITISH R. (National Labour Institute, New Delhi). An approach to research methodology on employee motivation in public enterprises. Manpower Journal, 12(2) July- Sept. 76, p. 40-60.

The paper initially emphasises the psychological orientation of employees—motivation study particularly in the United States and Developing Countries. This psychological orientation has been questioned

in view of its limitation of research methodology and inadequate coverage of the complex phenomenon of employee motivation. The Paper, then, highlights alternative approaches particularly in the context of the very meaningful work done in Scandinavian countries and in a limited way in the U.S.A. The relevance of the new approach has also been highlighted in the studies in India. In the end, the author has presented a rough model of research methodology using a social system gestalt approach—*Reproduced.*

SINHA, S.K. Motivation and the soldier. *Defence Management*, 3(2) Oct. 76, p. 1-4.

#### MUNICIPAL GOVERNMENT

ADEBISI, B.O. Council-manager relations in a Nigerian city : Ibadan. *Planning and Administration*, 3(2) Autumn 76, p. 53-64.

CONSTITUTIONAL history of Bombay Municipal Corporation, by An Observer (Municipal Corporation of Greater Bombay). *Quarterly Journal of the Local Self-Government Institute*, 47 (1) July-Sept. 76, p. 24-8.

Right from 1661 when Bombay came into British possession as royal gift by a king of Portugal till 1872 the civic administration of Bombay was conducted by a council or board under the supervision of the Governor with no popular control. This lack of popular control led eventually to the enactment of Municipal Act of 1872 bringing into being the Municipal Corporation of Bombay with 64 members. But further extension of local government in Bombay could be possible due to the policy of Lord Ripon and to the popular agitation for local participation in local government. The net result was the enactment of the Bombay Municipal Corporation Act of 1888, which is an epoch making event. The Act is still in force and subsequent amendments have not altered its framework—*Reproduced.*

CURTIS, D. City politics and administration. *Nagarloks*, 8 (3) July-Sept. 76, p. 103-7.

A review article of Rodney W. Jones, "Urban politics in India; Area, Power, and Policy in a Penetrated System (1974)".

DAVID, M.D. (Wilson College, Bombay). Growth of Bombay and its Municipal Corporation. *Quarterly Journal of the Local Self-Government Institute*, 47(1) July-Sept. 76, p. 3-23.

Dr. David traces the history of Bombay from the day when it was a bare skeleton of scattered seven islands to the present-day when Bombay has grown into one of the World's largest cities. By the end of the 18th Century Bombay emerged politically the strongest power in Western India. In the 20th century it developed phenomenally. The author also briefly reviews the evolution of municipal administration. This review of the growth of municipal administration indicates that the growth of the Bombay Municipal Corporation was closely linked with the growth of the city—*Reproduced.*

SINHA, RAMASHRAYA (Rajendra College, Chapra, Bihar). Supersession of a municipal corporation. *Nagarlok*, 8(3) July-Sept. 76, p. 97-102.

Patna Municipal Corporation was set up in 1952. It was superseded in 1967 by the Bihar Government and is still under supersession. In this paper three cases are discussed to point out the extent and magnitude of conflict between the representative organs and the Chief Executive Officer, leading to the ultimate supersession. The cases are—(1) extension of the services of the Assistant Health Officer ; (2) appointment of Assessment Officer ; and (3) transfer of the Health Officer. This reveals that the supersession was mainly the result of tension and rivalry between parties and personalities at the Corporation level on the one hand and the Government level on the other.

WAGENER, FRIDO. New developments in municipal reform in Germany. *Planning and Administration*, 3(2) Autumn 76, p. 44-52.

### MUNICIPAL OFFICIALS

OLSON, JIMMY. Compensation management in metropolis—a "case study". *Public Personnel Management*, 5(3) May-June 76, p. 205-10.

PADHI, A.P. (Sambalpur University). The socio-economic and political background of the municipal councillors in Orissa: a case study. *Prashasnika*, 4(3-4) July-Dec. 75, p. 28-39.

Although the councillors are endowed with many powers with regard to greater mobilisation of resources, they are unwilling to exercise their authority. This study based on the empirical enquiry of the socio-economic and political background of the municipal councillors of Sambalpur, aims at understanding their democratic traits, educational and economic status, and party-affiliations. The data are presented in a number of tables. Ordinarily a councillor is from the middle age group and belongs to the middle class and Hindu religion. Most of them are drawn from trade and cultivation and have some experience in municipal politics. They do not have higher education standards and higher incomes.

### NATIONAL INCOME-ACCOUNTING

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ASPECTS of Nehru's achievements. *Socialist India*, 13(26) 27 Nov. 76, p. 28-33.

*Contents:* Nehru and tribal development, by K.L. Mehta ; Nehru: man of compassion, by Hari Kishore Thakur ; Nehru and Indian socialism, by V.B. Raju.

BOROOAH, ~.K. Nehru: the master and mentor. *Indian & Foreign Review*, 14(3) 15 Nov. 76, p. 11-12.

KRISHNA IYER, V.R. Nehru and Constitution. *Mainstream*, 15(13) 27 Nov. 76, p. 7-8+

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### NEPAL—POLITICS

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## ORGANIZATION

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#### PERSONNEL

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#### PERSONNEL—PREFERENCE FACTORS

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#### PERSONNEL—PROMOTION

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#### PERSONNEL—RECRUITING

KAPOOR, D.C. Psychometric techniques in recruiting and selection. *Lok Udyog*, 10 (7) Oct. 76, p. 21-9.

#### PERSONNEL—SERVICE RATING

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#### PERSONNEL, MUNICIPAL

IAROCCI, MATHEW W. Dual personnel system for local governments in New

York. Public Personnel Journal, 5 (4) July-Aug. 76, p. 264-70.

MAYUR, RASHMI (National Institute for Training in Industrial Engineering, Bombay). Human resources development in the municipal administration in India. Manpower Journal, 12(2) July-Sept. 76, p. 110-34.

Providing utilities and services to a large urban society is a highly complex and difficult task. The municipal administration of today has not been able to meet the growing demands of the urban masses. Anachronistic structures, limited resources and increasing activities are the main difficulties. The author suggests a drastic revision of the organisational structure of the municipal administration with a Personnel Department at centre of the organisation, which should have a well-planned, complete programme for the total development of each individual —personality, interpersonal relations, motivation, professional skill, managerial talent and even emotions. Comprehensive training programmes to improve skills and potentials of the employees should be organised. Work should be converted into a challenge with fair and objective performance evaluation systems along with systematic rewards and punishment.

#### PERSONNEL, PUBLIC

KERNAGHAN, KENNETH. Politics, policy and public servants: political neutrality revisited. Canadian Public Administration, 19(3) Fall 76, p. 432-56.

MORSE, MURIEL M. We've come a long way. Public Personnel Journal, 5(4) July-Aug. 76, p. 218-24.

NAYAR, KULDIP. "Putting in a word". Indian Express, 18 Nov. 76, p. 4.

The general impression that favouritism works in recruitment and selection of government employees will stay as long as jobs are few and candidates are numerous. It is more so at the state level.

Though instances of "pulling and pushing" are few, the bona fides of both the government and civil service commissions are suspected. One way to eliminate this impression is to nominate such persons to the commissions who are known for their brilliance, integrity and impartiality. The ARC also recommended constitution of one panel at the state level and other at the centre level to advise the government in nominating persons to the commissions.

The quality of selection also needs improvement. The Kothari Commission is said to have suggested that the recruitment policy should be rural-oriented. The author feels that the degree and the English oriented system should be done away with. There should be a competitive examination after the matriculation or higher secondary stage for the age group of 16-20 through the medium of Hindi and regional languages in addition to English. A four to five year training-cum-study at state cost should follow at one or more selected universities.

Another two-tier method, "the first to screen and the second to select" up to the age of 35 and without degree qualification is also suggested. Initial screening should be conducted in villages and in candidates' own languages. The screened candidates are to be given assistance in coaching for the final test. The final test should have less emphasis on *viva voce* and a short written examination with two general papers and one general knowledge paper. Emphasis should be on intelligence or personality test. The successful candidates may be invited to stay at a place for two to three days, as is done in defence academies, to size them up.

The nomenclature and designations of certain posts which create only a distance between the officials and the public should also be changed.

#### PLURALISM

AHMED, RAFIA HASSAN. International regionalism in Africa: its characteristics and

implications. *Sudan Journal of Administration and Development*, 10, 76, p. 45-51.

#### POLICE

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DE GRAZIA, ROBERT J. Upgrading police leadership. *Police Journal*, 49(3) July-Sept. 76, p. 150-7.

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#### POLICY SCIENCES

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#### POLITICAL CAMPAIGNS

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McCLOY, JOHN J. From the board room. *Harvard Business Review*, 54 (4) July-Aug. 76, p. 14-16, 20.

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#### POLITICAL ETHICS

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and Labour Party secretary/agents. *Political Studies*, 24 (3) Sept. 76, p. 281-95.

IRVING, R.E.M. The centre parties in the fifth French Republic. *Parliamentary Affairs*, 29(3) Summer 76, p. 264-80.

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#### POLITICAL SCIENCE—RESEARCH

GEISE, JACK P. Jr. Theory construction and political inquiry. *Canadian Journal of Political Science*, 9(4) Dec. 76, p. 627-53.

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#### POLITICS AND EDUCATION

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PANDEY, S.M. The rural poor in Delhi. *Economic Times*, 17 Nov. 76, p. 5; 18 Nov. 76, p. 7.

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ADENWALLA, MINOO. The meaning of Carter victory. *Commerce*, 133 (3419) 4 Dec. 76, p. 967-9.

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### PRESS

JONES, E. TERENCE. The press as metropolitan monitor. *Public Opinion Quarterly*, 40 (2) Summer 76, p. 239-44.

### PRESSURE GROUPS

BAKER, ANTHONY. Local pressure groups. *Municipal Review*, 47(560) Aug 76, p. 144-5.

TUOHY, CAROLYN J. Private government, property, an professionalism. *Canadian Journal of Political Science*, 9(4) Dec. 76, p. 668-81.

### PRICES

MEHTA, BALRAJ. Pressure on prices: economic notes. *Indian Express*, 24 Nov. 76, p. 5.

SIMHA, S.L.N. A viable credit policy needed to maintain price stability. *Swarajya* 21(19) 6 Nov. 76, p. 1-2.

### PRIVACY, RIGHT OF—LEGISLATION

THE PRIVACY Act of 1974. *Bureaucrat*, 5(2) July 76, p. 131-225. (entire issue).

### PRODUCTION

DOUGLAS, PAUL H. The Cobb-Douglas production function once again: its history, its testing, and some new empirical values. *Journal of Political Economy*, 84(5) Oct. 76, p. 903-15.

NATARAJAN, T.V. Productivity trends. *Madras Development Seminar Series Bulletin*, 6(12) Dec. 76, p. 668-79.

### PROFESSIONAL EDUCATION

SHARMA, BALDEV R. Professionals in the making: their goals and values, *Manpower Journal*, 12(2) July-Sept. 76, p. 61-91.

### PROPERTY TAXES

DEVA RAJ. (National Institute of Urban Affairs, New Delhi). Rent Control, housing and property taxation. *Nagarlok*, 8(3) July- Sept. 76, p. 65-91.

The effects of rent control legislation can be approached from three angles : (1) policy objectives and the citizen both as houseowner and tenant; (2) effects of rent control on the housing stock and its continued supply ; and (3) its effect on municipal finances. The focus of this article, based on a number of reports and rent control acts of various states, is on the effects of rent control on municipal revenues. Rent control acts cannot remedy the problem of accommodation shortage and can hardly fulfil the objective of giving protection to the poorer section of society. Property tax based on the annual rental value of the lands and buildings is the most important source of revenue of urban local bodies. But this source is not yielding the best possible results as the annual rental value of almost all urban property has remained frozen due to the fair and standard rent provision in

rent control acts. The alternative measures to overcome this situation are : (1) a change in rent control law or its withdrawal ; (2) amendment of municipal acts to isolate the basis of assessment from provision of fair/standard rent and shifting of the liability for taxes to the occupier ; and (3) change in assessment base from annual value of capital value. These three alternatives are analysed.

### PROSTITUTION

KASHAPPAGOUDAR, N.B. The ethics of licensing brothels. *Social Welfare*, 23 (9) Dec. 76, p. 11-12+

### PUBLIC ADMINISTRATION

BORNEMANN, ALFRED H. The Keynesian paradigm and public administration. *American Journal of Economics and Sociology*, 35(3) July 76, p. 277-86.

FOX, WARREN HALSEY (University of Nevada) Uncertain future of public management. *Public Personnel Management*, 5(4) July-Aug. 76, p. 250-4.

The future of managerial science for public administration is probably dimmer than current theorists tend to believe. The author discusses the societal developments that will directly impinge upon the decision making and discretionary authority of the public manager. They are: (1) Increasing unionization of public employees; (2) Reduction in financial resources because of legislative fiscal conservatism ; (3) Rising expectations on the part of the public ; (4) Increased public accountability of expenditure ; and (5) Depressed state of economy. These limiting factors may constrict the growth and diversity of modern management models that seek to apply behavioural science knowledge to organization life in the public sector. The results caused by these limiting factors are, then, pointed out. They are: (1) Return of "great man" theories ; (2) Reduced utility of "scientific" management; (3) Increased politicization of

public agencies ; and (4) Reduced comprehensive planning. The author feels that these results should be of concern for any new management strategies.

FREDERICKSON, H. GEORGE. The lineage of new public administration. *Administration of Society*, 8(2) Aug. 76, p. 149-74.

KULKARNI, M.N. Towards responsive administration. *Economic Times*, 8 Nov. 76, p. 5.

There are more civil personnel manning a vast complex of governmental units in the country than ever before. The quality of public service is ultimately determined by what those depending on land feel about the service they get from the public agencies. Studies on administrative reforms have concentrated more on macro than micro approaches. The style, behaviour and functioning of those at the grass-roots, who form the hard 'core' of bureaucrats, have not been changed. Field organisations determine the responsiveness of administration. A number of measures are suggested to make these organisations really responsive to the rising expectations of the people.

### PUBLIC ADMINISTRATION— DECISION MAKING

BALLS, HERBERT R. Decision-making: the role of the deputy minister. *Canadian Public Administration*, 19(3) Fall 76, p. 417-31.

### PUBLIC ADMINISTRATION— LEGISLATIVE CONTROL

SHARMA, PRABHU DATTA (University of Rajasthan). Parliamentary control over administration in India. *Indian Journal of Political Science*, 37(2) Apr-June 76, p. 96-107.

The Indian Parliament has by and large succeeded in taming the bureaucracy by creating a climate of political purposiveness.

It has contributed to the soberisation of bureaucratic attitudes and administrative relationships. The tools like question hour, debates on budget and reports of various parliamentary committees are becoming increasingly relevant and effective. The parliamentary committees investigate, screen, review and report on administrative problems. Usefulness of these committees is analysed. Ombudsman like *Lok Ayukta* experiment is still in a rudimentary stage in some states and the *Lok Pal* as a visible symbol of parliamentary control over administration is yet to be appointed.

#### PUBLIC ADMINISTRATION—STUDY AND TEACHING

MURRAY, MICHAEL A. Education for public administrators. *Public Personnel Management*, 5(4) July-Aug. 76, p. 239-49.

#### PUBLIC ASSISTANCE

CALLISON, JAMES C. The Supplemental security income programme for the aged, blind and disabled in the United States of America. *International Social Security Journal*, 28(4) 75, p. 389-95.

#### PUBLIC GOODS

CHAMPSAUR, PAUL. Neutrality of planning procedures in an economy with public goods. *Review of Economic Studies*, 43(2) June 76, p. 293-9.

#### PUBLIC POLICY

COMPARATIVE policy analysis. *Policy Sciences*, 6(4) Dec. 75, p. 375-479 (entire issue).

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TERMINATION of policies, programs and organisations. *Policy Sciences*, 7(2) June 76, p. 123-250 (entire issue).

#### PUBLIC RELATIONS

BARATAN, M.K. PR in India: "as is, where is". *Vidura*, 13(5) Oct. 76, p. 233+

KRISHNASWAMI, S. Public relations as I see it. *Lok Udyog*, 10(8) Nov. 76, p. 9-12.

SUDELL, JOHN. The case for positive PR. *Municipal Review*, 47(560) Aug. 76, p. 148-9.

#### PUBLIC UTILITIES—MUNICIPAL OWNERSHIP

PAUWELS, J.P. The industrial function of the city. *Planning and Administration*, 3(2) Autumn 76, p. 7-21.

#### RAILWAYS

KHOSLA, G.S. Railway priorities: the case for electric traction. *Statesman*, 24 Nov. 76, p. 4.

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#### REAL PROPERTY

BHARGAVA, GOPAL. Implications of ceiling on urban property. *Swarajaya*, 21(20) 13 Nov. 76, p. 20-1.

GHOSH, SRIMANTA KUMAR. Urban and ownership, building & tax acts. *Statesman*, 30 Nov. 76, p. I+(Supplement).

MUDALIAR, N. MURUGESA. First steps in implementing urban land ceiling law. *Hindu* 28 Dec. 76, p. 8.

#### REDEVELOPMENT, URBAN

DRAKAKIS-SMITH, D. W. Urban renewal in an Asian context: a case study in Hong Kong. *Urban Studies*, 13(3) Oct. 76, p. 295-305.

#### REFERENDUM

LUKE, PAUL and DAVID JOHNSON. Devolution by referendum? *Parliamentary Affairs*, 29(3) Summer 76, p. 332-9.

#### REGIONAL GOVERNMENT

POWER, J.M. and R.L. WETTENHALL. Regional government versus regional programs. *Australian Journal of Public Administration*, 35(2) June 76, p. 114-29.

#### REGIONAL PLANNING

BALAKRISHNA, S. Calculation of population threshold in regional planning exercises

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GARCIA-ZAMOR, JEAN-CLAUDE. Regional planning and budgeting in Venezuela. Planning and Administration, 3(2) Autumn 76, p. 72-7.

MISRA, GIRISH K. Evaluation in integrated area development planning. Behavioural Sciences and Community Development, 10(2) Sept. 76, p. 90-5.

MOZUMDER, C. (Calcutta Metropolitan Planning Organisation). Eastern Zonal Council: its possible role in regional planning and development. Nagarlok, 8(3) July-Sept. 76, p. 41-53.

Zonal Councils were created under the States Reorganisation Act of 1956 to resolve inter-state disputes. Because of growing conflicts and maladjustments of interests among Eastern States, the existing process of cooperation through the Zonal Council needs modification. The Centre is very much dependent on the States for implementation of many basic decisions and policies, and in this process of development the plurality of identification of Indian States has greatly handicapped the development efforts. Unless this element of plurality is well taken care of, no regional development plan can be successful. For cooperation in Eastern Region, it is possible to have only two types of organization—a single-purpose multi-unit agency or a comprehensive planning agency. A framework is presented to use existing Zonal Council with some extension and modification to solve inter-governmental development problems.

#### RENT—REGULATION

SHAH, SURAJ M. A case for unified rent control legislation. Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 96-101.

#### REPORTING

MENKUS, BELDEN. Effective systems reports. Journal of Systems Management, 27(9) Sept. 76, p. 18-20.

#### ROADS

MENON, P.K.J. Role of roads: lifeline of villages. Economist, 11 Nov, 76, p. 5.

PATEL, N.L. (Municipal Corporation of Greater Bombay). Road development in Greater Bombay. Quarterly Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 64-73.

Mr. Patel outlined the progress made in road development programme during the past decades in Bombay. The programmes for further development are in full swing. Since 1962 Bombay Municipal Corporation every year spends about 2 crores of rupees for construction of new roads, re-surfacing and rewidening of the existing roads in the city. For speedy vehicular traffic the Corporation has drawn up plans to build fly-overs, free-ways and express ways. He suggests that while constructing new roads the land used pattern of the city should be so arranged as to keep to and fro movement of the city traffic to the minimum.

—Reproduced.

#### ROLE PLAYING

LANDES, RONALD G. The use of role theory in political socialization research. International Journal of Comparative Sociology, 17(1-2) Mar.-June 76, p. 59-72.

#### RURAL CONDITIONS

KURIEN, C.T. Indicators of rural levels of living : some methodological and conceptual problems. Madras Development Seminar Series Bulletin 6(12) Dec. 76, p. S 27-41.

REDDY, V. ESWARA. Indicators of rural levels of living: a few methodological considerations. Madras Development Seminar Series Bulletin, 6(12) Dec. 76, p. S 42-50.

SARANA, GOHALA and B.G. HALBAR. Indicators of rural levels of living. Madras Development Seminar Series Bulletin, 6(12) Dec. 76, p. S 51-69.

SUBRAMANIAN, N. Indicators of rural levels of living. Madras Development

Seminar Series Bulletin, 6(12) Dec. 76, p. S 70-2.

#### RURAL PLANNING

AKBAR, MANZAR. Bureaucracy & rural uplift. Local Government, 7(11) Nov. 76, p. 5-10.

JOSHI, V.T. A rural bias to development: Madhya Pradesh plans. Times of India, 1 Dec. 76, p. 8.

MUTALIK DESAI, PRIYA V. Ujamaa villages: a Tanzanian experiment in rural development. Africa Quarterly, 16(2) Oct. 76, p. 36-55.

RUDDLE, KENNETH and RAY CHESTERFIELD. Change perceived as man-made hazard in a rural development environment. Development and Change, 7(3) July 76, p. 311-30.

SASTRI, M.V. Rural planning: in depth or indicative? Voluntary Action, 18(7-8) July-Aug. 76, p. 89-90.

SIDDIQ, MALIK M. Rural development through local government. Local Government, 7(10) Oct. 76, p. 5-8.

#### SALARIES

MOSS, RONALD W. A challenge to the system. Personnel Journal, 55(9) Sept. 76, p. 454-6.

#### SALES TAX

VAIDYANADHA AYYAR, R.V. Future of sales tax (review article). Economic and Political Weekly, 11(48) 27 Nov. 76, p. 1861-9.

#### SARABHAI, VIKRAM A.

RADHAKRISHNA RAO, B. Dr. Vikram A. Sarabhai: the architect of Indian space programme. Swarajya, 21(26) 25 Dec. 76, p. 9-11.

#### SAVING AND INVESTMENT

BYRNE, WILLIAM J. Fiscal incentives for household saving. International Monetary Fund Staff Papers, 23(2) July 76, p. 455-89.

GILL, K.S. Economic growth and fixed capital formation in the sixties. Economic and Political Weekly, 11(45) 6 Nov. 76, p. 1763-70.

#### SCHEDULED CASTES AND TRIBES

PATI, A.K. Tribal welfare. Voluntary Action, 18 (7-8) July-Aug. 76, p. 93-5 +

#### SCIENCE

RAVINDRA NATH. Scientific temper and distemper. Indian Express, 23 Nov. 76, p. 4.

#### SCIENCE AND STATE

ROBERTSON, E.I. National science policy with particular reference to DSIR. New Zealand Journal of Public Administration, 38(3) Sept. 76, p. 51-7.

SHARMA, DHIRENDRA. Growth and failures of India's science policy. Economic and Political Weekly, 11(51) 18 Dec. 76, p. 1969-71.

For the developing nations, 'Science Policy' has a special significance because it stands for deliberate efforts of formulating national goals and systematic planning towards achieving specific aspirations of the people. Science policy is not mere allocation and institutional management of funds and resources provided for R & D ; in its broadest sense, it concerns itself with the generation of new knowledge and its application to the development of society. Thus, Science Policy inherently involves consideration not only of the economist, the sociologist and the philosopher, but also of the political leadership.

The present paper discusses Science Policy in India as it was formulated in the Science Policy Resolution of 1958 under the direction of Jawaharlal Nehru, the various constraints within which it has had to function, the measures taken to implement it.

#### SCIENTISTS

JAYARAMAN, K.S. India's scientists of tomorrow. Indian & Foreign Review, 14(4) 1 Dec. 76, p. 13-16.

### SHIPPING

PADMANABHAN, B.S. How to raise the share of Indian ships in overseas trade ? Hindu, 14 Oct. 1976, p. 8.

### SLUM CLEARANCE

ARORA, RAKESH K. and SHASHI MATHUR (HCM State Institute of Public Administration, Jaipur). Slum clearance in Jaipur: policies, problems and priorities. Nagarlok, 8(3) July-Sept. 76, p. 54-64.

According to a survey conducted in 1971 by the Urban Improvement Trust (U.I.T.) of Jaipur, there were, and still are, 109 slum localities within the municipal limits of Jaipur. These slums which have mushroomed on illegally occupied government land are generally one room *kutcha* tenements. A special cell has been created in the U.I.T. to deal with the problem of providing civic amenities to nearly one lakh people in slum areas. Unlike in other Indian cities, in Jaipur, attempts have been made to rehabilitate the slum-dwellers in those very localities where they had been living for years. The work done under the Environment Improvement Programme of Central Government and the Slum Clearance Programme of the State Government is briefly described. Short-term and long-term needs for slum clearance in Jaipur are identified.

DEVA RAJ (National Institute of Urban Affairs, New Delhi). Settling the squatters. Yojana, 20(21) 15-31 Dec. 76, p. 13-14.

Inspite of admirable efforts it has not been possible to bridge the yawning housing gap due to the alarming increase in urban population. The whole urban India appears to be moving inexorably towards the slum city. No programme of environmental improvement, of clearance or resettlement can achieve much without the active support and participation of the slum dwellers themselves.—Reproduced.

TASKAR, G. D. (Member, Bombay Pradesh Congress Committee). Programme for removing slums. Quarterly

Journal of the Local Self-Government Institute, 47(1) July-Sept. 76, p. 85-90.

Bombay presents varied contrasts of life—the contrast of extravagantly rich and subhumanly poor. Posh places coexist with the dingy huts and the slum bustees. These huts and the slum bustees are devoid of the basic amenities of life. In the total 1,06,732 huts till recently there were only 1,353 W.C. or 1. W.C. for every 465 persons and only 432 water taps or 1 water tap per 1470 persons. Although the government of Maharashtra has taken up the slum improvement programme the task is gigantic and calls for the cooperation of all the sections—particularly of the industry and the private sector.—Reproduced.

MADAVO, CALLISTO E. Zambia's support for squatters' self-help. IULA Newsletter, 10(11) Nov. 76, p. 1-2.

### SOCIAL CHANGE

JOHNSTON, ROBERT. Review of new compendia of social statistics and social indicators in five western countries. Social Science Information, 15(2-3) 76, p. 349-70.

ROBINS, ARTHUR J. Social welfare in the context of social change and social control. Indian Journal of Social Work, 37(2) July 76, p. 195-205.

### SOCIAL PARTICIPATION

DARLINGTON, RICHARD. A successful public participation experiment. Planning and Administration, 3(2) Autumn 76, p. 35-43.

ZIMMERMAN, JOSEPH F. Citizen involvement in urban transportation planning and development. Planning and Administration, 3(2) Autumn 76, p. 65-71.

### SOCIAL SCIENCES—RESEARCH

FIFIELD, RUSSEL H. South-east Asian studies: origins, development, future. Journal of South-east Asian Studies, 7(2) Sept. 76, p. 151-61.

RIST, RAY C. Federal funding and social science research: the emergent transformation.

Human Organisation, 35(3) Fall 76, p. 263-8.

#### SOCIAL SERVICE—FINANCE

GOOD, DAVID A. and AARON WILDAVSKY. A tax by any other name: the donor directed automatic percentage contribution bonus: a budget alternative for financing government support of charity. *Policy Sciences*, 7(3) Sept. 76, p. 251-79.

#### SOCIAL SERVICE—RESEARCH

BRENNER, MELVIN N. The quest for viable research in social services: development of the ministudy. *Social Service Review*, 50(3) Sept. 76, p. 427-44.

#### SOCIAL SERVICE, RURAL

GILBERT, NEIL (University of California, Berkeley). Alternative forms of social protection for developing countries. *Social Service Review*, 50 (3) Sept. 76, p. 363-87.

There is growing recognition that, while technological advances in the rural sector of developing countries may increase productivity, at the same time they undermine traditional systems of social protection. These changes are generating pressing needs to design social mechanisms that will secure the health and welfare of rural populations. This study examines various approaches to the problems of insecurity in the rural sector of developing countries. The emphasis is upon alternative forms of social protection that are government-sponsored schemes which differ from both the traditional approaches and the classical models of social security programmes. General features in the administrative structure and financing of alternative forms of social protection are analyzed along with strategies for linking these measures to other developmental objectives. Examples of alternative arrangements to secure health, livelihood, and an adequate reserve of food are reviewed—*Reproduced*.

#### SOCIAL SERVICE AGENCIES

JAGANNADHAM, V. Social realities and voluntary agencies. *Voluntary Action*, 18 (7-8) July-Aug. 76, p. 91-2.

ROSE, GORDON. Approaches to the analysis of social service agencies. *Journal of Social Policy*, 5(3) July 76 p. 225-38.

#### SOCIAL STRATIFICATION

RANBIR SINGH. Social stratification of toiling masses in India: a historical perspective. *Indian Labour Journal*, 17(11) Nov. 76, p. 2045-56.

#### SOCIAL WORKERS

FINCH, WILBUR A., Jr. Social workers versus bureaucracy. *Social Work*, 21(5) Sept. 76, p. 370-5.

SCHERRER, JAMES L. How social workers help lawyers. *Social Work*, 21(4) July 76, p. 279-83.

#### SOCIAL WORKERS—EDUCATION

SOCIAL work education. *Public Welfare*, 34 (3) Summer 76, p. 7-23.

*Contents:* Impressions of the art, 1976-77, by Donald Brieeland; Preparing public welfare administrators, by David M. Austin and Michael L. Lauderdale; Expectations for baccalaureate social workers, by E. Clifford Brennen, Morton L. Arkava, David E. Cummins and Leone K. Wicks.

#### SOCIOLOGY, RURAL

BHAKTA, HARIHAR. Classification of agrarian society: northwest Bihar. *Mainstream*, 15(13) 27 Nov. 76, p. 13-14+.

#### SOLAR ENERGY

LEVY, DANIEL I. Solar energy: wave of the future? *Journal of Property Management*, 41 (4) July-Aug. 76, p. 151-4.

#### STATE GOVERNMENT

STATE administration in India. *Indian Journal of Public Administration*, 22 (3) July-Sept. 76, p. 307-619 (entire issue).

*Contents:* Evolution of states in India by Shriram Maheshwari; Contextual framework of public administration in Indian states, by C.P. Bhambri; Some aspects of personnel administration in the states, by P.K.J. Menon; The Union

Public Service Commission and State Public Service Commissions in India : the case for an institutional linkage, by R.B. Jain; Prashasan Prahari Mandal as ombudsman in Madhya Pradesh, by A. Avasthi; Improving state administration: search for directions, by A.P. Saxena ; Administrative aspects of marketing in tribal areas, by B.D. Sharma ; Salient features of tribal administration in the States, by Harshad R. Trivedi ; Employment guarantee scheme: the Maharashtra experience, by N.R. Inamdar ; Politics and district administration in India, by S.N. Sadasivan ; State control over municipal bodies, by Mohit Bhattacharya ; Sales tax administration in India, by S. Ramamurthi ; Panchayati raj in India retrospect and prospect, by G.C. Singhvi ; Police administration in the states, by P.D. Sharma ; State services and the law, by O.P. Motiwal; Some problems of cooperative administration, by J. G. Kanga ; Inter-state council—an aspect of cooperative federation, by Sudesh Kumar Sharma; State level planning: the Rajasthan case, by Rakesh Hooja; Administrative reforms in the states: a kaleidoscopic panorama, by Bata K. Dey ; Machinery for the administration of welfare programmes for backward classes at the state level, by G.B. Sharma ; A select bibliography on state administration, by Mohinder Singh and R.N. Sharma.

Shriram Maheshwari in his article has traced the growth and development of states in India. It is a broad survey of the constitutional, political and administrative developments in the country. Maheshwari provides a broad perspective for the study of State Administration and has tried to identify forces leaving their impress on the evolution of State Administration and has drawn certain conclusions with which we may not find ourselves in full agreement but which do merit further analysis to assess their academic authenticity. While affirming that the State Administration performs both regulatory and developmental functions, C.P. Bhamibhri refers to the so-called proliferation

of administrative agencies and organisations as a part and parcel of State Administration and raises a series of questions to examine the multi-dimensional contextual framework of State Administration in our federal structure. He provides an analysis of what he has termed as the 'diverse profiles of States' and advances four propositions about the relationship between environment and administration at the State level which should provoke further discussion among the students of comparative political system.

S.N. Sadasivan's contribution about the impact of political processes and the working of district administration can be viewed as the problem of the interaction of operating environment and the administration at the field level. It is the mutual perception of the role and relationship of the politician and the administrator at the grassroots level that will condition the nature and extent of public participation and involvement, monitoring of field programmes and even the quantum of administrative responsibility. In recent years there has been a fresh realisation of the significant place that the administration at the district level has in our set-up. Recommendations in authoritative circles have been made to strengthen the position of the district officer so that the entire machinery operates with the necessary coordination, speed and impact.

The functional competence of the personnel that run the administrative machinery and gives significance to organisational structures as well as goals is a subject of vital importance. As the Prime Minister stated in her inaugural address at the conference of Chief Secretaries, "whatever machinery we had, the machinery would be only as good as the person who worked it". P.K.J Menon analyses some basic aspects of personnel administration including career management in the States and makes suggestions in the light of his experience. Due to the variegated tasks of administration, the personnel has to be drawn from various disciplines and the need for professionalisation,

training and development acquires a sense of urgency. It is not only the all-India services but also the many State services which man the State administration system. The question of morale, motivation, discipline and training of the State services merits increasing attention by State Governments. The problem of having more all-India services as a tool of uniform administrative standards, economy and efficiency as well as national integration still persists. Occasionally the State Governments have to draw upon the Central services for specific functional requirements, say for finance or taxation. Again, there are the specialized needs of State enterprises. The staff policy for State enterprises in the States is of no less importance. It is this amalgam of personnel in the State Administration which has to evolve its culture and ethos for greater administrative effectiveness. Besides, the need for manpower planning in States will continue. Static or satellite minds cannot cope with the dynamics of the environment.

Our Constitution provides institutions for recruitment to public services. The adequacy of personnel policy is very largely determined by the modes and practices of these constitutional bodies. R.B. Jain, in his analytical study, makes out a case for institutional linkage between the Union Public Service Commission and the State Public Service Commissions. While one may not agree with this stand-point, the leadership role of the Union Public Service Commission is self-evident. The report of a committee appointed by the Union Public Service Commission on the mode and pattern of recruitment to public services has engendered some interest, though the finding and their logic have yet to be made public.

The problem of the redressal of the grievances of the individual citizen or even groups of citizens is the *sine qua non* of democratic administration. Some of the

State Governments have already established institutions and organisations for vigilance as well as redressal of citizens' grievances. But proper assessment about their working and problems has yet to be made by students of public affairs and public administration. In his contribution, A Avasthi, with his experiences as a member of the M.P. Administrative Reforms Commission, analyses the institutional model as propounded by the Commission to safeguard public interest and administrative proprieties.

B.D. Sharma and Harshad Trivedi analyse the different aspects of the complex problems of tribal development. The strategy of tribal development is one of the main planks of the Prime Minister's 20-point programme. The programme for tribal development has to be basically implemented by the State Administration with the support and guidance of the Union Government. While Sharma pinpoints for us the administrative aspects of marketing in tribal areas from the viewpoint of economic uplift of the tribal population. Trivedi outlines for us critically the main features of the machinery set up as part of the State Administration to implement policies and programmes of tribal development. N.R. Inamdar in his contribution makes an appraisal of the Employment Guarantee Scheme initiated by the Maharashtra Government. It has some novel features and has a relevance in our approach to the solution of the problem. The experience gained so far and its assessment may be of use to policy makers in other States.

In his exposition of the machinery for the administration of social welfare programmes for the backward sections of our society, G.B. Sharma has made an informative survey of the instrumentalities, procedures and problems. He has also some useful suggestions and comments to make as to how social welfare administration which is "the most neglected aspect of Indian administrative system" can

be placed on a sound footing.

The pattern of local government is one of the key issues in State Administration. In his article relating to control over municipal bodies, Mohit Bhattacharya touches upon a number of inter-related problems of urban government. The local government cannot be viewed as a fragmented system. The community development and panchayati raj are aimed to provide the rural counterpart. The problem of rural urban relationship has been the principal concern of one of the committees set up by the Union Government a few years ago. The problems of housing and environmental improvement exist in both the sectors and have begun to receive more intensive attention under the Prime Minister's 20-point programme. At times it seems that the community development has lost its momentum and the panchayati raj its elan. Probably it may be a superficial reading of the situation. In a vast country like ours, there is no alternative except the panchayati raj approach if mass mobilisation for developmental tasks is to be achieved to any significant extent. G.C. Singhvi, in his own way, takes a backward and forward look at the panchayati raj.

The successful working of cooperative institutions will go a long way in strengthening the economic fabric of the weaker sections of society. We have therefore to devise ways and means to improve and reinforce the cooperative administration in general. Cooperative movement in the country has broadened itself as regards its aims, objectives and scope. It has become an integral part of the socio-economic structure envisioned for the country. The cooperative institutions and organisations that come up to seek and fulfil new purposes need administrative support. It is in this light that J.G. Kanga highlights some problems of cooperative administration. The entire range of cooperative administration including the purposes, institutional models and relationships deserves scrutiny in the light

of new expectations and new responsibilities.

Police constitutes the basic framework for law and order and it is on the basis of the faith in and the fact of the maintenance of peace and security that the welfare state can be built. Various State commissions have reported from time to time as to how the effectiveness of the police can be improved. Not long back a committee appointed by the Union Government also made comprehensive suggestions about training and other allied aspects of this vital wing of the law and order administration. P.D. Sharma covers a wide ground indicating organisational as well as operational problems of police administration in the States. He makes a plea for initiative by the Union Government. One can, however, see that both initiative and action have been evident during recent years in an ample manner and with substantial impact. One would endorse his suggestion for 'creative thinking' at all levels to enable the police to cope with its increasingly difficult tasks, but it may be difficult to agree with some of his other conclusions or even with the very concept of 'bargaining counters' in public services in general in a democratic system.

Along with administrative stability, planned development and welfare state need resources to sustain them. Sales tax has become one of the principal sources of revenues to States for their nation-building activities. It has flexibility and resilience and conforms to the principle of equity. But it has given rise to a number of administrative problems. S. Ramamurthi takes a look at the administration of sales tax and puts forward some proposals to reform and improve the machinery as well as the policies. This leads to the entire question of resources mobilisation by the States. They have to deepen and broaden the developmental programmes. The way the resources are mobilised and the manner in which they are spent determine the socio-economic character of the economy. The separation of

audit from accounts has added another responsibility to State Administration.

In his article espousing the need of setting up of Inter-State Council, which the author categorises as 'an aspect of cooperative federation', S.K. Sharma expresses a view-point which has many more angles to it. As the Prime Minister has stressed more than once, it is an approach of accommodation and an awareness of commonality of goals between the Union Government and the State that will determine the harmony of partnership and mutuality of endeavour transcending fissiparous tendencies and parochical considerations.

The public services in our country have an element of protection provided in the Constitution. It is in the nature of a hang-over from the past. Some feel that this sort of protection is unusual so far as most of the constitutional laws are concerned and has served its purpose. O.P. Motiwal, while discussing the legal status of State services, refers to the recent trends in thinking and proposed amendments on the subject. It is hoped that the intended changes, while acting as a countervailing force to the tendency towards complacency, will in no way, undermine the sense of self-confidence and drive necessary for improved performance. The author also makes mention of the proposed institution of administrative tribunals. The State Governments of Rajasthan and Uttar Pradesh have already introduced such administrative institutions for State services. This is a fruitful area for enquiry and study specially by students of administrative law.

The planning process has conditioned in ways more than one the complexion of State Administration. The plan documents from the very beginning have stressed, more often than not, at great length, the need for measures to strengthen the administrative machinery in the States for the purposes of plan implementation. With a view to add to planning capability, the suggestion to set up State Planning Boards has been made in various forums, with

varying success in practical terms. The peculiar conditions in States have also influenced the administrative structures as well as the thought processes about planning in the country. Rakesh Hooja presents a case study on State level planning.

The theme of continuing administrative reforms in the States is of perennial interest. It may not be worthwhile to go into the complex of reasons for the same. It may suffice, as the Prime Minister recently said, "State Administration is extremely important because that is our implementing agency." Bata K. Dey presents a 'kaleidoscopic panorama' of this striving for administrative reforms in the States and has summed up succinctly the recent push provided by the Union Government to these efforts. While his conclusion may unwittingly smack of an element of despair, there is no denying the fact that the 'integrated strategy planning' for administrative dynamism as an attitude and as a process will always merit attention of the administrative and political leadership. A.P. Saxena carries on this theme at a higher conceptual level. In the background of today's compulsions and tomorrow's imperatives, he focuses attention on some of the newly emerging areas of State Administration and the need for organisational change, and the use of management perspectives in consonance with technological advancements. He rightly stresses the need for "a search for directions". Quite appropriately, he affirms that as a part of integrated strategy, "it may be necessary to concurrently operate over a range to secure the validity of directions for improving State Administration—*Reproduced from editorial.*

#### STATE-MUNICIPAL RELATIONS

HOSHIAR SINGH. (Rajasthan Univ., Jaipur) State power to dissolve and supersede municipalities. *Nagarlok*, 8 (3) July-Sept. 76, p. 92-6.

Rajasthan Municipal Act of 1959 vests the power to dissolve or supersede a municipality in the State Government. Since then more than 35 municipalities have

been superseded by the government. Analysis of the views of 106 municipal officials shows that majority of them perceive that supersession is undemocratic, very much drastic and deprives the councils/boards to improve from within. In Rajasthan, party politics has been a major factor in supersession or dissolution of municipalities. It is suggested that the proposal for dissolution or supersession should be placed before the state legislature for approval.

#### STEEL INDUSTRY AND TRADE

**CHAKRAVARTY, NITISH.** Intensify the use of steel. *Hindu*, 30 Nov. 76, p. 8.

**KHANNA, K.C.** Problems of steel industry: rising production, lower profits. *Times of India*, 21 Dec. 76, p. 8.

#### STRIKES

**WATERMAN, PETER.** Third world strikes : an invitation to discussion. *Development and Change*, 7 (3) July 76, p. 331-44.

#### SYSTEM ANALYSIS

**BOEHM, GEORGE A.W.** Shaping decisions with systems analysis. *Harvard Business Review*, 54 (5) Sept.-Oct. 76, p. 91-9.

#### TAXATION

**BIJAWAT, MAHESH C.** Taxation : why and how it should be taught in the law schools in India. *Journal of the Indian Law Institute* 18 (1) Jan.-Mar. 76, p. 35-55.

**INTERNATIONAL Seminar in Public Economics, 1975.** Taxation theory: papers presented at the Seminar. *Journal of Public Economics*, 6(1-2) July-Aug. 76, p. 1-169 (entire issue).

**WILLIAMSON, JOHN B.** Beliefs about the rich, the poor and the taxes they pay. *American Journal of Economics and Sociology*, 35 (1) Jan. 76, p. 9-30.

#### TECHNICAL ASSISTANCE

**AIYAR, SWAMINATHAN S.** Joint ventures abroad. *Times of India*, 4 Nov. 76, p. 8 ; 5 Nov. 76, p. 8.

**PADMANABHAN, B.S.** Joint ventures in Africa. *Hindu*, 17 Dec. 76, p. 8.

#### TECHNOCRACY

**GUPTA, H.C.** Technocrats vs. bureaucrats. *Times of India*, 28 Nov. 76, p. 8.

There is wide-spread frustration among technocrats and doctors as they have not been granted equal pay and equal status with bureaucrats in the Central Government services. The author analyses the plight of engineering students and specially of medical students who are required to put five and half years to studies after higher secondary examination and obtain an internship of Rs. 350.00 a month.

**LA PORTE, RODD and DANIEL MET-LAY.** Public attitudes toward present and future technologies. *Eekistics*, 42 (250) Sept. 76, p. 165-8.

**RATNAM, C.V.S.** The development of technology in India. *Management Review* (New Delhi), 3 (3) 76, p. 19-24.

#### TECHNOLOGY TRANSFER

**HOPPER, ROHN.** Standardization: a gap in technology transfer planning. *International Development Review*, 18 (1) 76, p. Focus 17-18.

**SUBRAHMAMIAN, K.K. and P. MOHANAN PILLAI.** Implications of technology-transfer in export-led growth strategy. *Economic and Political Weekly*, 11 (44) 30 Oct. 76, p. 1729-35.

#### TELEPHONE

**LEWIS, J. PATRICK.** Communications output in the USSR: a study of the Soviet telephone systems. *Soviet Studies*, 28 (3) July 76, p. 406-17.

## TELEVISION

DOGRA, BHARAT. The magic box in village chaupal. Times of India, 28 Nov. 76, p. 8.

## TERRORISM

WOLF, JOHN B. An analytical framework for the study and control of agitational terrorism. Political Journal, 49(3) July-Sept. 76, p. 165-71.

## TIME

CHATTERJEE, B.K. and M.S. KURT-KOTI. Time management for executives. Management Accountant, 11(12) 1 Dec. 76, p. 951-4.

## TIME AND MOTION STUDY

WILLIAMS, HAROLD. Work study and operator training. Management Services, 20(8) Aug. 76, p. 2-6.

## TOURIST TRADE

TOURISM and hotel industry (a feature). Commerce, 133 (3420) 11 Dec. 76, p. 1019-24.

## TRAFFIC

HARDY, RICHARD H. High ways and transport in the year 2001. Police Journal, 49 (3) July-Sept. 76, p. 172-4.

## TRAINING

BOLTON, MAC. Research and training revolution. Personnel Management, 8 (8) Aug. 76, p. 22-5.

CULLEN, JAMES G., STEVEN SAW-ZIN, GARY R. SISSON and RICHARD A. SWANSON. Training, what's its worth ? Training and Development Journal, 30 (8) Aug. 76, p. 12-20.

GORDON, MICHAEL E. Motivational engineering of training environments. Training and Development Journal, 30 (8) Aug. 76, p. 46-52.

HUGHES, CHARLES L. and VINCENT S. FLOWERS. Strategies for effective training. Personnel, 53(4) July-Aug. 76, p. 50-7.

JUDSON, JAMES H. Training continued through plant phase-out. Training and Development Journal, 30(8) Aug. 76, p. 22-3.

LAMBERT, MICHAEL P. A home-study primer for training directors. Training Development Journal, 30(9) Sept. 76, p. 48-51.

NADLER LEONARD. Improving the results of workshops; part-II. Conducting workshops. Training and Development Journal, 30(8) Aug. 76, p. 36-44.

ODIORNE, GEORGE S. Training director; personnel manager : who's in charge here ? Training and Development Journal, 30(6) June 76, p. 3-6.

## TRAINING—ARMY

MANDE, Y.A. Our training establishments. U.S.I. Journal, 106(442) Jan.-Mar. 76, p. 62-71.

## TRAINING—COMMUNITY DEVELOPMENT

ZAHEER, M. Training for rural development in India. Behavioural Sciences and Community Development, 10(2) Sept. 76, p. 59-86.

—. (National Institute of Community Development, Hyderabad). Eradication of rural poverty: personnel for field work and their training. Community Development and Panchayati Raj Digest, 8(1) July 76, p. 30-7.

With an increase in the rate of economic growth, it is essential to extensively remodel the training policies and programmes. A fresh look is necessary at the basic objectives of training not only of development personnel belonging to governmental and voluntary agencies but also of the large number of non-officials. The total number of extension workers and communicators at the village level comes to nearly half a million. The particulars of the departments under which this staff functions, the nature of the activities entrusted to them and the designations of the officials

working at the village level are presented in a tabular form. A broad review of the existing training programmes indicates that whereas developmental workers at the block level are being trained, there is inadequate emphasis on the training of non-officials, village leaders and the staff of newer agencies which are now extending their activities into rural areas. Better links between training programmes of various organisations are needed and a high priority should be given to the training of trainers.

#### TRAINING—EXECUTIVE

JAGANNADHAM, V. (Indian Institute of Public Administration, New Delhi). Some issues in administrative training. *Prashasnika*, 4(3-4) July-Dec. 75, p. 16-22.

Training programmes should enable an administrator to have a comprehensive picture of the whole situation and to take a teleological view of events. Training is a process of helping individuals and organizations to acquire competence in the present and future work through acquisition and development of appropriate skills, knowledge and attitudes. The types, methods, techniques and skills of training are briefly analysed. A meaningful feedback on how well the learner has applied his knowledge must be incorporated in the training techniques. The trainer should put in efforts to enable the trainees to communicate his skills to superiors and knowledge to subordinates. It is suggested that a general process must be evolved to expose people at all levels in an organisation to a laboratory system of training. Ultimately the success of training the administrators depends upon an effective, intimate, interpersonal interaction between the trainer and the trained.

SHAW, MALCOLM E. and PEARL RUTLEDGE. Assertiveness training for managers. *Training and Development*, 30(9) Sept. 76, p. 8-14.

#### TRAINING—LOCAL GOVERNMENT

ELLIOTT, JAMES. Training for local government : the Japanese case. *Planning*

and Administration

#### TRAINING—MUNICIPAL OFFICIALS

CHAPMAN, R.J.K. Education and training and the future of local government administration in Australia. *Australian Journal of Public Administration*, 25(2) June 76, p. 173-8.

#### TRAINING—POLICE

KULIS, JOSEPH C. Police identity workshops: psychology training in law enforcement. *Police Journal*, 49(3) July-Sept. 76, p. 181-98.

#### TRAINING—VOCATIONAL EDUCATION

BOGATOV, GERALD. The training and responsibilities of vocational training staff in the USSR. *International Labour Review*, 114(2) Sept.-Oct. 76, p. 215-25.

#### TRANSPORTATION

D'MONTE, DARRYL. Improving urban transport : a case for more buses, better roads. *Times of India*, 20 Dec., 76, p. 8.

GOPALAKRISHNAN, P. and DINESH BINDAL. Logistics management in India : problems and prospects. *Economic Times*, 29 Oct. 76, p. 5; 30 Oct. 76, p. 5.

#### UNDERDEVELOPED REGIONS

JAIN, P.C. Multi-pronged drive needed to reduce regional imbalances. *Capital*, 177(4443) 16 Dec. 76, p. 854-5.

There are vast disparities in development, income, employment and other facilities in various regions of India. The steps taken so far to reduce these regional imbalances have proved too inadequate. Only a multipronged drive can achieve the objective.

#### UNDERGROUND RAILWAYS

CHAKRAVARTI, A.R. Underground railway for Calcutta. *Yojana*, 20(20) 15-30 Nov. 76, p. 9-12.

## UNEMPLOYMENT

CHOPRA, B. M. S. (Jt. Director of Industries, Govt. of Punjab). Unemployment: impediment to economic progress. Productivity, 17(2) July-Sept. 76, p. 291-4.

The increasing level of unemployment among the educated has led to an inequitable distribution of incomes. It is a matter of grave concern that in spite of huge sums of money being spent in providing education to many in all fields, a very large number of doctors, engineers, and technologists seek employment in other countries. This is a colosal waste of money and human resource which may not be recouped by way of utilisation of their services by the nation. This paper provides an insight into the problem and discusses how to promote employment through such schemes as are directed towards encouraging self employment and developing entrepreneurial talent, thereby curtailing the migration of specialists from India—*Reproduced*.

DRAVID, V.V. The problem of unemployment. Indian Worker, 25(8) 22 Nov. 76, p. 7+

KILLINGSWORTH, CHARLES C. How much unemployment do we need? Dissent, Fall 76, p. 415-23.

RAJ, K.N. Unemployment and structural changes in Indian rural society. Mainstream, 15(7) 16 Oct. 76, p. 11-14+

## U.S.S.R.

THE SOVIET Union, 1976. Current History, 71(420) Oct. 76, p. 97-138 (entire issue).

## U.S.S.R.—POLITICS

ODOM, WILLIAM E. A dissenting view on the group approach to Soviet politics. World Politics, 28(4) July 76, p. 542-67.

## UNITED NATIONS ORGANIZATION

NEREIN, MARC. Is a democratic United Nations system possible? Mainstream, 15(12) 20 Nov. 76, p. 15-22+

## U.S.A.

THE IDEA of America 1776-1976. American Review, 21(1) Autumn 76, p. 3-116 (entire issue).

## U.S.A.—POLITICS

HODGSON, GODFREY. American presidential and party politics : changes in spirit and machine. World Today, 32(9) Sept. 76, p. 317-26.

KAMATH, M.V. The functioning of the American political system. India Quarterly, 32(3) July-Sept. 76, p. 303-14.

TWO hundred years of the Republic in retrospect. Journal of Politics, 38(2) May 76, p. 247-466 (entire issue).

## URBANIZATION

BROWN, LESTER R. Galloping city growth just can't go on. Indian Finance, 98 (20) 13 Nov. 76, p. 466-8.

CHANDRASEKHARA, C.S. The urban crisis in the developing countries of ESCAP region. ADI Newsletter, 11(1) Mar. 76, p. 2-5.

MEIER, RICHARD L. Processes of transitional urbanization. Ekistics, 42(250) Sept. 76, p. 149-54.

VENKATESWARAN, V. Pressures of urbanisation. Hindu, 20 Dec. 76, p. 8.

The remaining two decades of the century will sorely test human ingenuity as the demand for resources continues to increase. For Maharashtra, the future depends a great deal on the success achieved in family planning and dispersal of industry. But whatever the steps taken, experts feel that the problems of the metropolitan area would only grow—*Reproduced*.

## VALUE ADDED TAX

MAHARASHTRA : industrialists oppose the value added tax. Capital, 177(4444) 23 Dec. 76, p. 890-1.

SREENIVASA RAO, M. Value added tax : what it is all about. Integrated Management, 1(27) Nov. 76, p. 7-10.

## VALUE ANALYSIS

VENKATARAMAN, S.S. Value engineering for Indian economy. Economic times, 20 Oct. 76, p. 5; 21 Oct. 76, p. 5; 22 Oct. 76, p. 5.

## VILLAGE PANCHAYATS

BORA, P.M. (Marathwada University, Aurangabad). Decentralisation: an appraisal. Mainstream, 15(9) 30 Oct. 76, p. 12-14 +

Panchayati Raj has become a synonym for democratic decentralisation. It was first introduced in Rajasthan in 1959. The ends of decentralisation are democracy and development. Very little has been done to develop the Panchayati Raj bodies as decentralised and autonomous units of local government and equip them with adequate powers and resources to fulfil the objectives. The pattern of relationship between officials and non-officials is not satisfactory and mutual dislike prevails. Clearcut rules and demarcation of specific functions between them will minimise these tensions. The aim of "power to the people" has remained far from realisation. If Panchayati Raj bodies are given necessary executive powers, financial resources and proper guidance, they can accelerate the process of democratisation and modernisation of rural India.

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Education up to primary and secondary level was decentralised to Panchayati Raj bodies in Maharashtra primarily with two objectives: (i) it would reduce the burden of the state government and (ii) education would be better administered. A survey of the working of the decentralised education administration as seen by the teachers was conducted in one of the districts. The main objective was to gauge teachers in zila parishad schools for opinions regarding (i) nature and extent of "political interference" in their work; (ii) reasons for their helplessness before local bodies ; (iii) efficiency of educational administration

and suggestions for improvement. The findings are not encouraging. It is revealed that there are strains and stresses in the relations between the functionaries in education and the politicians. There is intolerable political interference and the administration has become more corrupt and inefficient, and there is a demand that the subject of education must be taken away from Panchayati Raj institutions.

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#### WATER SUPPLY

BHATTACHARJEE, K.S. and D.J. BHOWMIK (University of North Bengal Raja Rammohanpur). Water supply in Siliguri. Nagarlok, 8(3) July-Sept. 76, p. 31-40.

After independence Siliguri attained a pre-eminent position among the urban centres of North Bengal for various reasons. An attempt is made in this paper to investigate the problem of water supply which is an essential amenity in urban life. Water from the traditional sources of water supply-river Mahananda, shallow tubewells, ringwells and ponds—is susceptible to pollution. Difficulties in estimating water needs of Siliguri are analysed. In the case of waterworks the 'gestation period' is quite high. The Siliguri

water supply scheme drawn up in 1959 by Public Health (Engineering) Department of West Bengal Government was completed in 1969. The tension developed between the Department and the municipal board over the transference of waterworks is explained. At present the Siliguri Planning Organisation created by West Bengal Government in May 1964 is finalising a comprehensive plan which envisages a more ambitious scheme of waterworks for drawing the waters of the Teesta for a large area including the municipal town of Siliguri. Schemes should be prepared by agencies having requisite technical resources but in assuming financial and administrative responsibility the municipality's direct involvement is necessary.

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## DIGEST OF PUBLIC DOCUMENTS

Maharashtra. Agriculture and Co-operation Department. Report of the Committee on Relief from Rural and Urban Indebtedness. Bombay, Government Central Press, 1975. iv, 82p.

In consonance with the 20-point economic programme initiated by the Prime Minister, the Government of Maharashtra decided to take prompt measures to relieve weaker sections like small farmers, landless labourers, artisans in rural areas and industrial workers in urban areas from indebtedness. To consider this issue, the State Government appointed a Committee on 9th August 1975 with Shri V.S. Page as Chairman.

The terms of reference of the Committee were:

- (1) To examine the available data and Report on the issue of indebtedness amongst small farmers, landless labour and artisans in the rural areas, and so also of industrial workers in the urban areas, of the State.
- (2) To suggest measures to alleviate the distress arising out of indebtedness, amongst the categories of people mentioned above.
- (3) To examine the working of the Bombay Moneylenders Act, and suggest further measures if required towards a more effective implementation, and to suggest measures for curbing unauthorised moneylending.
- (4) To suggest measures for meeting the financial requirements of these categories of people as may rise on account of agricultural operations, consumption, social and religious obligations, etc.

### SUMMARY OF RECOMMENDATIONS

#### *Assessment of Indebtedness*

On the basis of the available data the Committee arrived at the figures of indebtedness as under:

- (1) The total estimated liabilities of small-holders, landless labourers and rural artisans as at the end of June 1971 come to Rs. 70.11 crores. It could be roughly estimated that at the end of June 1974, the total liability of the small-holders, both institutional as well as non-institutional could amount to Rs. 132 crores, of which the non-institutional borrowings were likely to be about Rs. 50 crores.
- (2) In the case of agricultural labourers, rough approximation on the basis of Debt and Investment Survey would give a figure of about Rs. 12 crores on June 30, 1974.
- (3) The total liabilities of the artisans from institutional and non-institutional sources would approximate to above Rs. 7.20 crores in 1971.
- (4) The Committee felt that the extent of indebtedness among industrial workers could not be assessed on a reliable basis. From the information contained in the Annual Administration Report of the Bombay Moneylenders Act and from the information collected from the

Cooperative Department about the operations of mill-hand and factory workers' societies, it is felt that the extent of indebtedness among industrial workers in the predominantly industrial areas of Bombay, Thane, Pune, Nagpur, Sholapur and Kolhapur is of the order of Rs. 52.02 crores.

#### *Measures to Alleviate Distress*

It may be noted that before the Committee started its deliberations, the Government of Maharashtra promulgated the Maharashtra Debt Relief Ordinance, 1975 on 22nd August 1975. The Committee felt that the promulgation of the ordinance was a right step intended to alleviate the distress of indebtedness. It, however, felt that the Government might consider to amend the ordinance further so as to provide protection to debtors who might be molested or otherwise harassed by the creditors. No relief under the Ordinance was available in respect of debts payable to the co-operative societies. The Committee felt that at least some relief in respect of small-holders should be made available, particularly when they were victims of natural calamities. As regards relief to small holder borrowers of agricultural primaries not covered under the Ordinance, the Committee strongly recommended that the State Government should immediately implement the recommendations of the various committees and extend necessary relief in circumstances of occurrence of natural calamities consecutively for three years. The Committee recommended that the scheme of relief suggested by the Study Team on Overdues of Co-operative Credit Institution (1974) was sufficiently flexible and realistic and should be acted upon while granting relief. There is no need for such relief even in respect of small-holders so far as their debts due to land development banks are concerned.

The question as to whether the cultivators affected by natural calamities should be given the facility of not requiring to re-pay the instalment of conversion/re-phasing or

re-scheduled loan in the very first year following the consecutive occurrence of natural calamity, is to be considered in the context of the re-paying capacity of the cultivator. This required detailed studies to find out the burden involved in repayment of loans and value of the gross agricultural produce. It was not possible for the Committee to undertake such detailed studies. The Committee, therefore, recommended that the question may be examined by undertaking detailed studies in different agro-climatic zones for assessing the re-paying capacity of small and big holders, under the direction of a small team consisting of an agronomist, an economist and a statistician. Pending examination, some immediate relief should be given, as an interim measure of relief to small-holders, the first conversion loan should be granted for a period of five years instead of three years and the second conversion loan should be granted for a period of seven years instead of five years. This together with the recommendation that relief by way of write off should be provided in respect of balance of first conversion loan if a natural calamity occurs consecutively for three years could help in considerably reducing the burden of re-payment and bringing it within the re-paying capacity of small holders. The Committee felt that this matter may be re-considered after the question of repaying capacity is examined by a Study Team as referred above.

In order that the Co-operative Credit Institutions are made able to provide the facility of repayment over a period of seven years, it is necessary that similar facility is extended to them by the Reserve Bank of India. The Government of India should, therefore, be moved to take expeditious steps for amending the Reserve Bank of India Act accordingly.

#### *Bombay Moneylenders Act*

The Committee found that the Registrar General of Moneylenders in his Annual Administration Reports had repeatedly observed that owing to the absence of special staff exclusively devoted to the work of

Administration of Bombay Moneylenders Act, it had not been possible for the field machinery of the Co-operative Department to pay adequate attention to this work. While this may be true, the Committee felt that there is considerable scope for detecting cases of illicit moneylending and for bringing the culprits to book if only intensive supervision and inspection was undertaken for that purpose. The Committee, therefore, recommended that a special staff exclusively devoted to the administration of the Act should be appointed.

The Committee also recommended amending a few Sections of the Act to give more powers to the Inspection Staff, to plug the loopholes in administration of the Act and to provide relief to the debtor in respect of unauthorised acts of the moneylenders.

#### *Financial Arrangements for Weaker Sections*

In compliance of number 4 of the terms of reference, the Committee, after reviewing the existing credit agencies, outlined the basic requirements of any institutional agency to be considered for meeting the credit requirements of weaker sections. The basic requirements could be: (a) The agency must be at the village level; (b) The agency must provide scope for local leadership and initiative; (c) The method of operation must be flexible and elastic; and (d) the cost of operations should not be unduly high or prohibitive. For the rural areas, the most suitable institutional arrangement might be a multipurpose village service co-operative society. As regards industrial workers in urban areas the Committee felt that the solution lies in increased coverage of industrial workers by the urban credit or salary earner's societies with suitable modification in their operations and functions.

#### *Structural Reorganisation of Village Societies*

In the rural areas, the Committee felt the necessity of structural and operational reforms in the existing primary societies. The village level society should enroll to its fold not merely cultivators but also agricultural labourers. The rural artisans may be covered by the balutedar societies.

The village level society should be made a strong body able to undertake various multifarious functions such as short, medium and long term credit for agriculture, provision of household finance, supply of agricultural inputs and services, either on its own or in collaboration with the Farmers' Service Societies or Agro Service Centres, marketing of agricultural and animal husbandry requirements, extension of technical service and guidance and mobilisation of savings in rural areas. In order to perform these activities, it is necessary that these societies should have independent full-time paid secretaries of high level of managerial competence.

One-third of the elected seats on the managing committees of these societies should be reserved for small and marginal farmers and agricultural labourers, but the electoral college should be combined one consisting of both the big-holders as well as these classes of people. No such reservation is necessary in the balutedar societies. A suitable portion of funds should be earmarked for small and marginal farmers and agricultural labourers. Separate sub-committees should be set up for sanctioning and disbursing financial assistance to these classes of people. Two-thirds of the members of these sub-committees should be from these groups.

Household finance, with a minimum 18 per cent rate of interest per annum, should be sanctioned on the basis of hypothecation of tangible form of security. Consumption finance should not be given for purposes other than essential requirements like ration, contingent requirements resulting from illness, need for education or immediate relief necessary due to calamities and distress, etc. Consumption loans to agricultural labourers should be sanctioned against wages receivable by them under the employment guarantee scheme, and the recoveries should be made from out of the deductions from their wages. The involvement of funds of the co-operative institutions in this kind of finance should not exceed their disposable owned funds. Production loans should be given not merely

for agriculture but also for activities like dairy, poultry, piggery, etc., and medium-term loans, jointly to a group of small-holders and/or agricultural labourers without insistence on mortgage security.

With a view to ensuring that agricultural and allied production in the country-side are properly planned and supervised with an assurance of various inputs, the bye-laws of the society should be amended so as to provide for constitution of production groups with the local Director elected from the area as the leader of the group.

A substantial portion of funds of the agricultural primaries is derived by way of loans obtained from the State Cooperative Bank through the District Central Co-operative Banks. It is necessary, the Committee felt, to amend the Act and bye-laws of these higher financing institutions so as to stipulate for earmarking of funds for the purposes of loaning to these classes of persons, reservation of 1/3rd seats on the Board and also for constitution of suitable sub-committees on the same lines as in the societies.

Recognising the escalation of financial operation of the cooperatives to provide for increased coverage of purposes as well as sections of people, the Committee considered it necessary to provide some kind of insurance for the entire co-operative structure as a whole. A credit guarantee as available to the commercial banks in respect of loans to weaker sections may be considered feasible.

#### *Reorientation of Reserve Bank Policy*

The Reserve Bank of India has a special responsibility in respect of agricultural credit. The Committee, therefore, felt it necessary to make certain suggestions to reorientation of the policy of the Reserve Bank of India.

The Reserve Bank of India should treat the involvement of the owned funds of the co-operative credit structure in the business of financing household requirements as a legitimate charge of them and sanction liberally credit limits for production purposes. At all three levels, viz., State Co-operative Bank, District Central Co-operative Banks and Village Primaries, specific portion of loanable funds might be reserved for the purpose of household finance and that appropriate norms and yardsticks in that behalf might be evolved in consultation with the Reserve Bank of India. The Reserve Bank of India might examine how the system of cash credit could be introduced without regularising malpractices such as book adjustments and also how certain percentage of default at the members' level could be waived in order to make the members eligible for obtaining fresh loans. The advantages of the group loan arrangement were obvious both from the point of view of the lending agencies and from the point of view of the borrower. The problems of security, supervision and utilisation of the assets were all taken care of in this arrangement, besides enabling the weaker sections of the community to improve their creditworthiness. It would be necessary for the Reserve Bank of India to give a legal recognition to this arrangement and encourage the co-operative structure to go in for this arrangement by sanctioning appropriate credit limits for the purposes.

Lastly, the Committee felt that the nationalised commercial banks should also co-operate in the efforts and resources of the co-operatives. The accretion to the deposits of commercial banks, particularly in their rural branches, should constitute a source of finance to meet the credit gaps.

Maharashtra. Urban Development and Public Health Department. Report of the Committee to Review the System of Direct Election of Municipal President. Bombay, The Department, 1976, 31 p.

The Urban and Public Health Department of the Government of Maharashtra appointed a Committee on April 14, 1975 consisting of eleven members of the Legislature under the chairmanship of Shri S.S. Dighe, to review the system of direct elections of Presidents of Municipal Councils introduced by the Maharashtra Municipal (Amendment) Act, 1973.

The terms of reference of the Committee were:

- (1) The suitability or otherwise of the system of direct election to the office of the President;
- (2) The necessity and desirability of the protection given to the President by the Act;
- (3) The suitability of the existing system of resolving disputes and conflicts between the President and the Council including the provision for the removal of the President and dissolution of the Council;
- (4) In case the present system is to continue, the changes which may be necessary to make it more workable.

Three members of the Committee did not agree with recommendations in the main report and have appended a minute of dissent.

#### SUMMARY OF RECOMMENDATIONS

1. The system of direct election should be replaced by one of indirect elections.
2. A President so elected should ordinarily hold office for the full-term of the Council unless he is removed by the Council or the Government.
3. The Council may be authorised to remove the President by a vote of 2/3rd of the

total number of elected Councillors. The meeting to consider such a motion for removal should be presided over by the Collector or an officer nominated by him and the requisition for the meeting should be signed by at least 1/2 of the total number of elected Councillors. A President removed by the Council should be held eligible to contest indirect elections to the office of the President.

4. As in the case of Councillors, the State Government should also be authorised to remove a President for misconduct in the discharge of his duties as President or for disgraceful conduct. It is also necessary to remove a President for neglect of or incapacity to perform his duties as in some of the repealed Acts. He should, however, be given an opportunity to be heard before he is removed by Government.

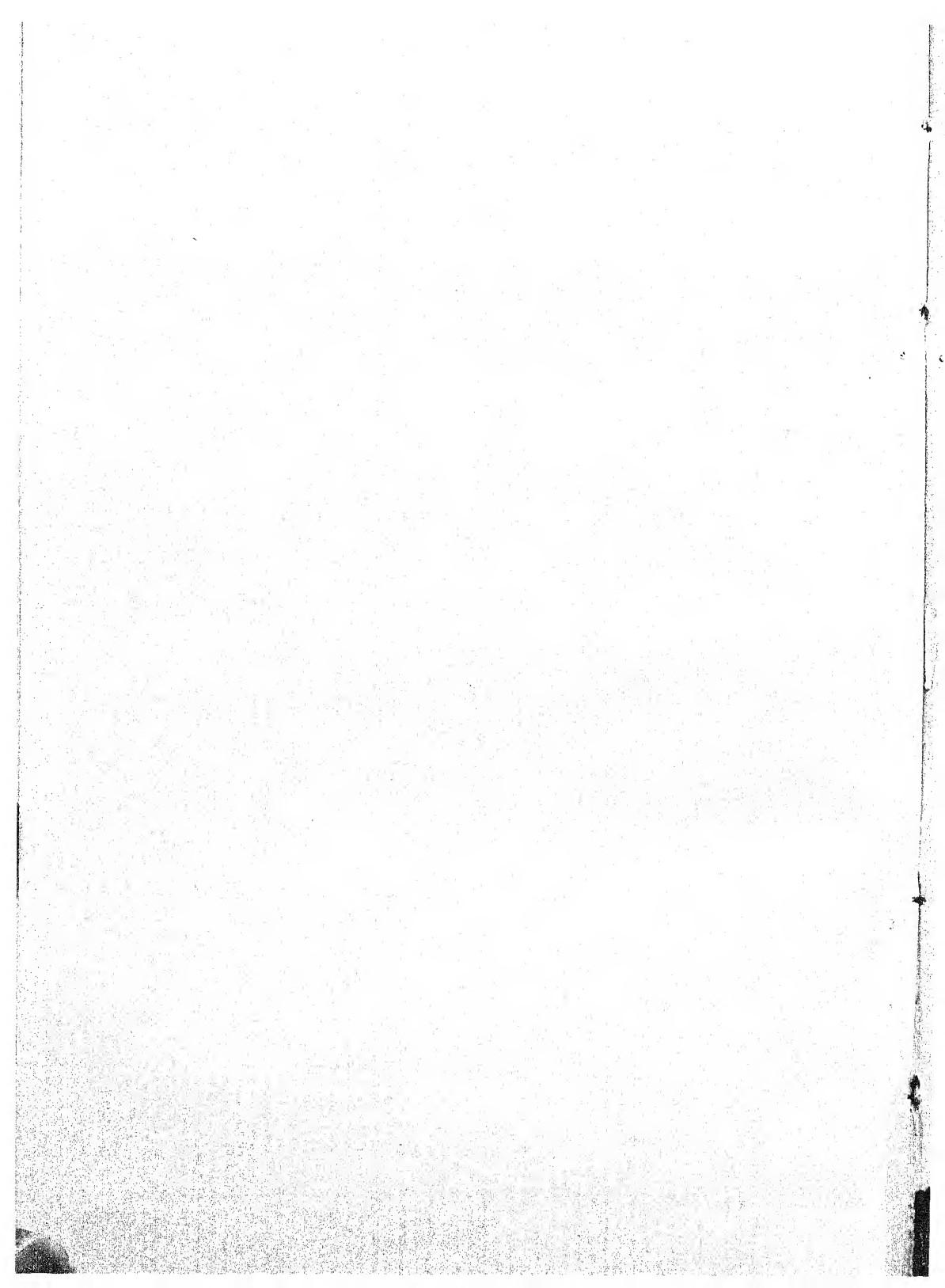
5. The existing provision for the dissolution of the Council by Government on the request of a President who has been removed or who gets re-elected after resignation should be repealed.

6. The Vice-President should be elected by the Council and should have a term of only one year.

7. The existing Presidents should continue as Presidents unless they cease to be President either because of death, resignation, or removal by the Council or by Government or for any other reason. Their vacancies as Presidents should be filled in by a system of indirect election.

8. If they resign or are removed as Presidents, they may continue as elected Councillors.

9. If they cease to be Councillors for any reason, there should be no bye-elections to fill their vacancies.



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